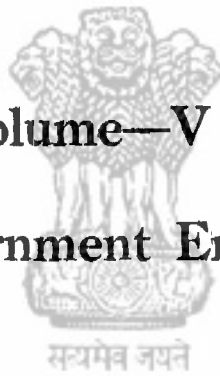


**Report of the Pay Commission
Government of West Bengal
1967-69**

**Volume—V
Non-Government Employees**



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NON GOVERNMENT EMPLOYEES.

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	<u>Rupil Bhutta-</u>
	<u>charyya,</u>
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P A R T - V.

NON-GOVERNMENT EMPLOYEES : Chapter - I.

GENERAL OBSERVATIONS -

Paragraph 2(g) and (h) of the Terms of Reference runs as follows :

(g) to consider the impact of their recommendations on the pay of the Teachers and Non-Teaching staff in the Sponsored or Aided -

- (i) Schools up to the Higher Secondary standard,
- (ii) Training Institutions for Primary Teachers,
- (iii) Panchayat Training Centres,
- (iv) Libraries,
- (v) Polytechnics and Junior Technical Schools,
- (vi) Degree Colleges (so far as Non-Teaching staff are concerned) and recommend corresponding structures of pay scales for such employees;

(h) to examine the existing emoluments of Chowkidars and Dafadars and to recommend what should be the suitable emoluments for them.

Subsequently on 26.9.67 the question of the pay scales of Secretaries of Anchal Panchayats was referred to the Commission and on 2.4.68 the question of the pay scales of all employees under Anchalik Parishads and Zilla Parishads was referred to the Commission.

It will be seen that the Commission has been asked to consider the impact of their recommendations in respect of the pay scales of employees under the rule making control of the State of West Bengal on the pay of similar categories of employees in Non-Government Institutions and Establishments and to recommend corresponding structures of pay scales for such employees.

In order to recommend corresponding structure of pay scales for Non-Government employees, the nature of the posts and the qualifications required for such posts have to be taken into consideration. Broadly speaking, the post may be classified under the following heads :

- (1) Teaching posts in -
 - (a) Schools,
 - (b) Polytechnics, and
 - (c) Training Institutions.

- (2) Posts of Librarians, Assistant Librarians
and Library Attendants;
- (3) Technical posts;
- (4) Clerical posts of various grades;
- (5) Posts of Stenographers,
and
- (6) Class IV posts.

All these posts are the same as or similar to posts in Government Institutions and Establishments - the only difference being in the sphere of work. This difference does not, however, involve any difference in the nature of duties. The duties of School Teachers, Polytechnic staff, Training Institution staff, Technical Staff including Doctors and Engineers, Clerical and other staff and Class IV staff are the same irrespective of whether the Institutions or Establishments employing them are under the rule making control of the State Government or not.

The Commission has been asked to recommend what changes in the emoluments of different classes of employees are desirable and feasible in the present economic situation. This aspect of the matter has been fully discussed in connection with ~~xx~~ the revision of the scales of pay of Government employees. There is no question of adopting a new approach to the problem in recommending "a corresponding structure of pay scales" for Non-Government employees. There cannot, therefore, be two different standards for judging the reasonableness of the emoluments of Government employees and Non-Government employees. It must also be borne in mind that these Non-Government Institutions and Establishments also serve the interest of the general public, and discharge functions which are the responsibility of a Welfare State. Some of these functions relate to subjects like education, medical relief and public health which are matters for which effective provision should be made according to the directive principles of State policy enjoined by the Constitution.

In the circumstances, the Commission cannot recommend the same scale of pay for Non-Government employees as for Government employees of the same or similar categories.

The question of resources has to be taken into consideration. As regards Government employees the resource position and the percentage which the cost of establishment - bears to revenue are known and recommendations have been made keeping

these factors in view. The question of feasibility in the case of Non-Government employees, however, presents a difficult problem. The Commission has no information regarding the financial resources of these Institutions and Establishments scattered all over the State and not under the control of any central body. Many of the Teaching Institutions are Sponsored Institutions. This means that the Government has undertaken to meet the entire deficit in their budget. In other cases the Institutions or Establishments receive lump grants-in-aid or financial assistance in various forms including contributions for payment of dearness allowance. In some cases the entire amount required for payment of dearness allowance is contributed by the Government. The quantum of financial assistance given by the Government is thus neither fixed nor uniform. In the circumstances, it is not possible for the Commission to make an estimate of the extent of the additional burden which the State Government may have to bear for giving effect to the revised scales. The Commission is, however, of the view that these Institutions and Establishments must make every effort to improve their resources. Zilla Parishads and Anchalik Parishads have powers of taxation. Teaching Institutions should raise their fees to the level of fees in Government Institutions.

They should utilise these powers to the fullest extent. Libraries should introduce membership fees for those who make use of the Libraries except those who use the free reading rooms only. Keeping the revised scales in view those Non-Government Institutions and Establishments should decide whether having regard to their own resources and the amount of financial assistance which the State Government may be in a position to give effect to the revised scales immediately or by stages or give suitable interim relief pending introduction of the revised scales. These Institutions and Establishments should work out the additional liability involved and how much of such liability they are in a position to meet out of their own resources in order to enable the State Government to decide whether it can make good the entire deficit or a part thereof by suitable grants-in-aid.

As regards Schools and Teaching Institutions, however, it is recommended that the revised scales should be given effect to simultaneously with the introduction of revised scales in Schools and Teaching Institutions under the control of Government. There is absolutely no justification for

maintaining a difference in the pay scales of Teachers and Non-Teaching staff in Government Institutions and Non-Government Institutions when the duties are exactly similar. Such difference is bound to lead to serious discontent and also to affect the quality of the Teachers recruited and the standard of teaching. In the matter of education which is of such fundamental importance, it must be ensured not only that duly qualified persons are recruited as Teachers and are paid adequate emoluments but also that all Teachers similarly qualified and doing the same kind of work receive equal treatment in respect of their emoluments. It appears that in some cases the salaries of Teachers compare very unfavourably with the salaries of clerical and other staff. This is not a satisfactory state of affairs.

If uniform scales of pay are to be introduced in Government and Non-Government Institutions and Establishments the following considerations should be fulfilled by Non-Government Institutions and Establishments, namely, -

- (1) In Schools and other Teaching Institutions qualifications of Teachers should be the same as the qualifications prescribed for Teachers in Government Schools and Institutions. The minimum qualifications for Teachers in Primary Schools should be a Higher Secondary Certificate with Training. There should be a uniform method of recruitment as in the case of Government Schools and Institutions. Control of Primary Schools may vest in District School Boards or in Education Committees of Zilla Parishads. Control of all other schools should be taken over by the State Government. Management and control of education above the primary stage should not be left to private enterprise.
- (2) As in the case of Schools and Teaching Institutions so also in the case of other Establishments, the qualifications for all categories of staff should be the same as the qualifications prescribed for similar staff in Government offices. There should also be uniformity in the method of recruitment and it may be integrated with the method of recruitment for posts under the Government.

The Commission has been asked to recommend structures of pay scales only. It is not, therefore, within the jurisdiction of the Commission to make any recommendations in respect of matters like conditions of service, leave, gratuity, pension, allowances, amenities and facilities. Suffice it to say, however, that if these matters had been included in the Terms of Reference, the Commission would have recommended the same benefits as in the case of Government employees.

The revised scales recommended are all inclusive of dearness allowance.



Chapter - II.Section IPrimary Schools -

It appears that there are one lakh and ten thousand Primary School Teachers divided into three categories, namely, (A), (B) and (C).

Some of these Schools are run by Municipalities, some are run as aided schools under the general supervision and control of District Inspectors of Schools and some are Government Sponsored Free Primary Schools under the supervision and control of District School Boards.

The scales of pay of Teachers are Rs.150 - 180 for Trained Matriculates (Category - A), Rs.105 - 125 for Trained Non-Matriculates and Un-trained Matriculates (Category - B) and Rs.100 - 105 for Un-trained Non-Matriculates (Category - C). Teachers of all categories get dearness allowance at a uniform rate of Rs.52.50 P per month. It appears that there are some special cadre Teachers who are Under-Graduates or Graduates. Some Teachers similarly qualified were absorbed as Teachers in High Schools or Higher Secondary Schools. Others did not, however, get this benefit. It has already been recommended that the minimum qualification for Primary School Teachers should be Higher Secondary Certificate together with training.

The following revised scales are recommended -

- | | | |
|-----------------------------|-------|------------------------|
| (1) Graduate Teachers. | .. .. | Rs.300 - 10 - 450 |
| (2) Under-Graduate Teachers | | |
| Matriculate and Non- | } | |
| Matriculate Trained | | |
| Teachers and Un-train- | | .. Rs.250-5-300-10-350 |
| ed Matriculate | | |
| Teachers. | | |
| (3) Un-trained Non- | | |
| Matriculate Teachers. | .. | Rs.200-4-240-5-250 |

Head Teachers get a special pay of Rs.5/- per month. The amount of special pay may be increased to Rs.10/- per month. Teachers with training may be given one advance increment.

PROFORMA - I

PRIMARY SCHOOLS (CLASSES I TO IV)

Name of the post.	Number of posts.	Pay and allowances.	Qualifications	Avenue of promotion.	Duties and responsibilities	Remarks.
Head Teacher	Category - "A" Matric Trained - 22,000	"A" Category - Rs. 115-3-160-4-180 plus Head Teacher's Special Pay of Rs. 5/- per month.	Same as in Col. (2).	Head Teacher Nil.	Head Teacher - Teaching and administration. Assistant Teacher - Teaching.	Primary Schools do not have any clerk. Primary schools of this State are function- ing in the manner shown below :-
	Category - "B" Non-Matric Trained and Matric Untrained - 77,200	"B" Category - Rs. 105 - 2 - 125		Assistant Teacher - To Head Teacher.		(a) Certain Municipalities run free primary schools the cost being borne by the Municipalities them- selves out of cess collec- tions and Government Grants and subventions sanctioned by Government in the Education Depart- ment and Local Self Govt. Department;
	Category "C" Non-Matric Un-trained - 10,800	"C" Category - Rs. 100 - 1 - 105				(b) Certain primary schools are run under the aided schemes of Government through the respective District Inspectors of Schools;
Total:	1,10,000					(c) Certain primary schools are run as Government sponsored free primary schools through the respective District Schools Boards and the Refugee Schools of this category are run direct by the Education Directorate (Refugee Relief Section).



D. A.

Rs. 52.50 p.m. for all
provident fund contri-
butions are being paid
at 6 1/4% of the salary p.m.

Chapter - II.

Section II

Pre-Basic Schools and Junior Basic Schools -

The particulars of the Teaching staff and their scales of pay will appear from the annexed tables.

The entire amount required for maintenance of the Pre-Basic Schools is paid by the Government to the voluntary organisations which are in-charge of the management of these Institutions.

The Junior Basic Schools are under the control of District School Boards and various voluntary organisations. It appears that a maintenance grant of Rs.1,656/- per annum is paid by the Government for each school.

The Teachers of all these schools are holders of School Final Certificates and Junior Basic Training or Nursery Training Certificates.

The revised scales recommended are as follows :-

Teachers.	..	..	Rs.250-5-300-10-350
Matron and School Mother.	..	..	Rs.200-4-240-5-250
Members of class IV staff.	..	..	The same pay as recommended in the case of similar staff under the Government.

If there be Graduate Teachers they should get the same scale of pay as has been recommended for Graduate Teachers of Primary Schools, namely, Rs.300 - 10 - 450.

Head Teachers get a special pay of Rs.15/- per month. This special pay may be retained.

Teachers with training may be given one advance increment as personal pay.

P R O F O R M A - 11

PRE BASIC SCHOOLS (NURSERY).

Name of the posts	No. of posts	Pay and allowances	Qualifications	Avenue of promotion.	Duties and responsibilities	Remarks.
1) One Head Teacher	203	Rs.115 - 180 plus special pay of Rs.15/- per month.	School Final with Junior Basic Tr Trained or Nursery Trained.	N i l.	Teaching and administration.	The entire maintenance grant plus a contingent grant of Rs.600/- per annum per school are paid by the Education Directorate to the voluntary organisations under whose management these Pre-Basic Schools are running.
2) Two Assistant Teachers.	406	Rs. 115 - 180	Same as above	To Head Teacher.	Teaching	
3) One Matron.	203	Rs.65 - 1 - 80	Ability to read and write.	N i l	Teaching and to look after the children.	
4) One Class IV Staff.	203	Rs. 40/- p.m.	Ability to read and write.	N i l.	Miscellaneous	

DEARNESS ALLOWANCE :

Teaching staff	
(including Matron).	.. .. Rs.52.50 per month.
Servant.	.. .. Rs.52.50 per month.

* Provident fund contributions are being paid at 6 1/4 per cent. of the salary per month.

P R O F O R M A - III.

JUNIOR BASIC SCHOOLS (CLASS I TO CLASS IV) :

Name of the posts	No. of posts.	Pay and allowances.	Qualifications.	Avenue of promotion.	Duties and responsibilities.	Remarks.
1) One Head Teacher.	3,014	Rs. 115 - 180 plus a special pay of Rs.15/- per month.	School Final with Junior Basic Trained.	Nil.	Teaching and administration.	These Junior Basic Schools are controlled by the District School Boards and various voluntary organisations, out of which 172 Junior Basic Schools are under the latter.
2) Four Assistant Teachers.	12,056	Rs. 115 - 180	Same as above.	To Head Teacher.	Teaching.	Maintenance grants for recurring expenditure (i.e., salaries and contingencies) are paid by the Education Directorate at the rate of Rs.1,656/- per annum per school.
3) One Trained School Mother.	3,014	Rs. 95 - 105	Training in School Mother Certificate.	Nil.	Teaching and to look after the children.	

Dearness Allowance -

Rs.52.50 p per month for all are being paid.

* Provident Fund contributions at 6 1/2 per cent. of the salary per month.

Chapter - II ;

Section IIISenior Basic Schools, Two Class Junior High Schools:
Four Class Junior High Schools and Four Class Junior
Madrasahs -

The particulars of the posts and the scales of pay attached thereto will appear from the annexed tables.

The qualification prescribed for Head Masters of Senior Basic Schools is a Master's Degree or Honours' Degree with Post-Graduate Basic Training or B.T. Diploma. Head Masters who do not hold a Master's Degree but are Graduates with Post-Graduate Basic Training are on a lower scale of pay. The two scales are Rs.220 - 470 and Rs.167 - 370. The latter scale is also allowed to all Trained Graduate Teachers and to the Head Masters of the other types of schools. Trained Under-Graduate Teachers are allowed the scale of pay of Rs.120 - 230 and old Matriculates and Matriculates and I.A. passed Teachers are allowed the scale of pay of Rs.105 - 125. There are part-time Craft Teachers who get a fixed pay of Rs.75/- per month.

The revised scales recommended are as follows :

- | | |
|--|---|
| (1) Head Masters holding Master's Degree or Honours' Degree and Post-Graduate Diploma. | Rs.425-10-475-15-700 |
| (2) Graduate. | Rs. 300 - 10 - 450 |
| (3) Under-Graduate Teachers. | Rs.250-5-300-10-350 |
| (4) Part-time Craft Teachers. | Rs.100/- (fixed); |
| (5) Clerks. | Rs.250-5-300-10-350 |
| (6) Class IV Staff. | Same as the revised scale recommended for similar staff under the Government. |

At present the Teaching staff get dearness allowance at the uniform rate of Rs.90/- per month and Non-Teaching staff Rs.67.50 per month. The revised scales recommended are all inclusive of dearness allowance.

The special pay of Rs.25/- for the Head Masters of two class Junior High Schools, Four Class Junior High Schools and Four Class Junior Madrasahs may be retained.

Teachers with Training may be given one advance increment as personal pay.

PROFORMA - IV.

SENIOR BASIC SCHOOLS (CLASS VI TO CLASS VIII).: (For Boys and Girls).

Name of posts.	No. of posts.	Pay and allowances.	Qualifications.	Avenue of promotions.	Duties of responsibilities.	Remarks.
1) One Head Master.	288	Rs.220-10-320-15-470 (Trained Graduate with Second Class Master's Degree will start at Rs.240/-).	Master's Degree or Honours' Degree with Post Graduate Basic Training or B.T.Degree. If, however, candidates according to prescribed qualifications be not available, candidates having Bachelor's Degree with Post Graduate Basic Training may be appointed in the post of Head Master but the scale for such Master should be Rs.167 - 317 plus a special pay of Rs.25/- per month with three years' teaching experience.	Nil.	Teaching and administration	A book-let namely, "Guiding Principles for running Senior Basic Schools etc." is enclosed.
2) Three Assistant Teachers (Average).	864	Rs.167-7-237-8-317 Un-trained Pass Graduate will remain at the initial stage of the scale, i.e., Rs.167/-. Trained and Un-trained Pass Graduates with Distinctions will start at Rs.181/- & if un-trained will not have increment beyond Rs.181/-.	Graduate with Post-Graduate Basic Training. In exceptional cases, even Un-trained Graduates with Senior Basic Training may be appointed to the post but the scale for such a Teacher should be Rs.120-5-230. Un-trained Under Graduate will remain at the initial stage of the of the scale, i.e., Rs.120/-.	To Headmaster if qualifications permit.	Teaching	
3) Two Craft-Instructors (Part-time).	576	Rs.75/- (fixed).	Must possess recognised Diploma or Certificate in the Craft introduced in that School.	Nil	Teaching	
4) One Clerk-cum-Store Keeper.	288	Rs.115-3-172-4-180	Matriculate.	Nil	Clerical.	
5) One Chowkidar-cum-Mali.	288	Rs. 60-1/2-65-1-75	Ability to read and write.	Nil	Miscellaneous	

D.A. : Teaching Staff - Rs.90/- per month. Non Teaching Staff - Rs.67.50 per month.

P R O F O R M A - V

TWO CLASS JUNIOR HIGH SCHOOLS (CLASS V & VI) :

Name of posts. :	No. of posts	Pay and Allowances :	Qualifications.	Avenue of promotion	Duties and responsibilities :	R e m a r k s.
1) One Headmaster.	943	Rs.167 - 317 plus a special pay of Rs.25/- per month. Graduate with Distinction will start at Rs.181/-.	Trained Graduate with three years' teaching experience.	N i l	Teaching and administration.	These schools are recognised by the West Bengal Board of Secondary Education. They are under the Grants-in-aid Scheme of Government on lump basis through District Inspectors.
2) Three Assistant Teachers.	2928	(a) Rs.167 - 317 - For Trained Graduates. Higher start at Rs.181/- for Distinction; (b) Rs.120-5-230 - For Trained Under Graduates; (c) Rs.105 - 125 - For existing old Matriculates.	(a) Trained Graduates. To the post of Head Master. (b) Trained Under Graduates. (c) Matriculates/I.A. with one subject.		Teaching	A Pension Scheme is being introduced by Government besides the Provident Fund Scheme already existing.
3) One Clerk(with an enrolment not exceeding 500).	943	Rs.115-3-172-4-180	Matriculate/School Final.	N i l	Clerical work.	
4) Two Class IV Staff (upto 350 roll strength).	1886	Rs.60-1/2-65-1-75	Ability to read and write.	N i l	Miscellaneous	

D.A. : Teaching Staff - Rs.90/-p.m. Non-Teaching - Rs.67.50 p.m.

PROFORMA - VI

FOUR CLASS JUNIOR HIGH SCHOOLS (CLASS V TO VIII) :

Name of posts.	No. of posts.	Pay and allowances;	Qualifications	Avenue of promotion	Duties and responsibilities	Remarks.
1) One Headmaster	1152	Rs.167-7-25/-8-31/- plus a special pay of Rs.25/- per month. Graduate with Distinction will start at Rs.181/-.	Trained Graduate with three years' teaching experience.	Nil	Teaching and administration.	These schools are recognised by the West Bengal Board of Secondary Education. They are under the Grants-in-Aid Scheme of Government. Grants being paid on lump basis through District Inspectorate A Pension Scheme has been introduced by Government, besides the Provident Fund Scheme already existing.
2) Five Assistant Teachers.	5760	(a) Rs.167 - 317 for Trained Graduates. Higher start at Rs.181/- for Distinction; (b) Rs.129-5-230 for Trained Under Graduates, (c) Rs.105 - 125 for existing old Matriculates.	Trained Graduates. Trained Under Graduates. Matriculate/I.A. with one subject.	To the post of Head Master.	Teaching	
3) One Clerk.	1152	Rs.115-3-172-4-180	Matriculation/School Final.	Nil	Clerical.	
4) Two Class IV Staff.	2304	Rs.60-1/2-65-1-75	Ability to read and Write.	Nil	Miscellaneous.	

D.A. : Teaching Staff - Rs.90/- per month. Non-Teaching Staff - Rs.67.50 per month.

PROFORMA - IX.

FOUR CLASS JUNIOR MADRASAH (CLASS V TO CLASS VIII):

Name of post.	No. of posts.	Pay and allowances.	Qualifications	Avenue of promotions.	Duties and responsibilities	Remarks
1) One Headmaster.	82	Rs. 167 - 317 plus a special pay of Rs. 25/- p.m. with higher start at Rs. 181/- for Distinction.	Trained Graduate with three years' teaching experience.	Nil	Teaching and administration.	These Madrasahs are like the Four Class Junior High Schools. Normally, education, is imparted in Secondary Schools (viz., Class Four Junior High School), is given to the students stress being given to the teaching of classical subjects such as Urdu, Arabic and Persian.
2) Four/Five Assistant Teachers.	328 i) 110 ii) 110 iii) 108	Rs. 167 - 317 with higher initial start at Rs. 181/- for Distinction; ii) Rs. 120 - 230; iii) Rs. 105 - 125	Trained Graduates. Teachers with Final Madrasah Pass Certificate. Matriculates/I.A. with one subject.	To the post of Headmaster.		These Madrasahs are recognised by the Madrasah Education Board. Grants are given by the Education Directorate through the District Inspector of School;
3) Two Class IV Staff.	164		Ability to read & write.	Nil	Miscellaneous.	Pension Scheme has been introduced by Government besides the Provident Fund Scheme already existing.

Dearness Allowance (whole amount being paid by Government)

Teaching Staff - Rs. 90/- per month. Non-Teaching staff - Rs. 67.50 p.m.

In Rural areas, until Teachers' Quarters are provided, Trained

Graduates will get a special allowance of Rs. 15/- per month.

Un-trained Teachers will remain at the initial stage of the time scale.

Chapter - II
Section IV

Senior Madrasa -

These Institutions are recognised by the Madrasah Education Board and they teach Theology, Islamic Culture and traditions.

There are two scales of pay for Teachers including Principals, namely, Rs.220 - 470 for those with ten years' experience with one or more titles and Rs.167 - 317 for those with five years' experience with one or more titles. All Teachers get dearness allowance at the fixed rate of Rs.80/- per month. With dearness allowance the scales of pay work out at Rs.300 - 550 and Rs.247 - 397.

It appears that there is no difference in qualifications but only in the number of years of experience. That does not seem to be an adequate ground for a difference in pay scales. It is recommended that there should be one scale of pay for all the Teachers with a special pay of Rs.25/- ~~₹~~ for the Principals.

The revised scales recommended are as follows :

- | | | |
|---|---------|---|
| (1) Principals and Teachers. | .. | Rs.350-10-450-15-600 |
| (2) Clerks. | .. .. . | Rs.250-5-300-10-350 |
| (3) Other staff on the scale of Rs.60 - 75. | .. | Same as the revised scale recommended for Class IV staff in Government offices. |

PROFORMA - XI

SENIOR MADRASAH : 30 in number.

Name of the post	No. of posts	Pay and allowance :	Qualifications.	Avenue of promotion.	Duties and responsibilities	Remarks.
1) Principal.	30	Rs.220 - 470	Ten years' experience with one or more titles.	Nil	Teaching and administration.	These are special types of institutions for the teaching of Theology, Islamic Culture and Tradition, viz., Alim, Fazil and Muntaz-ul-Muhaddisin.
2) Lecturers.	90	(a) Rs.220 - 470 (b) Rs.167 - 317	Ten years' experience with one or more titles. Five years' experience with one or more titles.	To the post of Principal.	Teaching.	These Madrasahs are like Sanskrit Tols. They are recognised by the Madrasah Education Board.
3) Clerk.	30	Rs.167 - 317	Matriculation/School	Nil	Clerical.	
4) Class IV staff.	60	Rs. 60 - 75	Ability to read and write.	Nil	Miscellaneous.	

Earnings Allowance (whole amount being paid by Government).

Teaching Staff. Rs.90/- per month;
Non-teaching staff. Rs.67.50 per month.

Provident Fund contributions are being paid at 6½ per cent of the salary per month.

Chapter - II :Section - VTen Class High Schools: Ten Class High Madrasha :
Eleven Class Higher Secondary Schools and Eleven
Class Higher Madrashas-

The posts and the scales of pay attached thereto will appear from the annexed tables. One of these tables shows the comparative scales of pay in Government Higher Secondary Schools and Non-Government Higher Secondary Schools and Madrashas.

In the Government Higher Secondary Schools the scales of pay for Head Master is Rs.325 - 1000 with a special pay of Rs.75/-. In the Non-Government Schools the scale of pay is Rs.350 - 800 with special pay varying between Rs.25/- and Rs.75/- per month. It will be seen that the minimum of the scale of pay in Non-Government Schools is higher than the minimum of the scale of pay in Government Schools. The maximum in the Government Schools, is, however, Rs.200/- more than that in Non-Government Schools.

The scale of pay of Assistant Head Master in Government Schools is Rs.350 - 525 and that in Non-Government Schools is Rs.250 - 475 with special pay of Rs.40/- or Rs.50/- per month. It appears that taking the special pay of Rs.50/- into account the minimum of the scale of pay in Non-Government Schools is Rs.50/- less than that in Government Schools but the maximum in both cases is the same.

As regards other Teachers the scales of pay in Government Schools range between Rs.225 - 475 and Rs.100 - 14 (for Workshop Instructors) and the scales of pay in Non-Government Schools range between Rs.220 - 470 and Rs.105 - 125. The difference are very slight and negligible.

It has already been observed that there is absolutely no justification for having different scales of pay for Teachers in Government Schools and those in Non-Government Schools. The scales should be the same.

As regards the special pay for Head Masters and Assistant Head Masters in Non-Government Schools, it appears that in Schools with one Stream Head Masters get a special pay of Rs.25/-, in Schools with two Streams Head Masters get a special pay of Rs.50/- and in Schools with more than two Streams Head Masters get a special pay of Rs.75/-. Similarly in Schools

with one Stream Assistant Head Masters get a special pay of Rs.40/- and in Schools with more than one Stream Assistant Head Masters get a special pay of Rs.50/-. This difference in special pay does not appear to be based on any difference in the amount of teaching work. It may have reference to the amount of supervisory and administrative work involved. Any slight difference on these two counts does not justify these varying rates of special pay. There should be one uniform rate of special pay for Head Masters and one uniform rate of special pay for Assistant Head Masters.

The revised scales recommended are as follows :

- (1) Head Masters. - The same as the revised scale recommended for Head Masters in Government Schools;
- (2) Assistant Head Masters and Graduate Teachers. - Rs.450-15-600-EB-25-825
- (3) Under Graduate Teachers including Trained Art and Craft Teachers. - Rs.350-10-410-15-500
- (4) Un-trained Art and Craft Teachers and Workshop Instructors who do not hold any Training Certificate or Diploma or who have no Technical Training. - Rs.250-5-300-10-350
- (5) Clerical Staff. - Rs.250-5-300-10-350
- (6) Class IV Staff. - The same revised scale as has been recommended for Such staff in Government Schools.

Head Masters should be allowed an Administrative Pay of Rs.75/- per month and Assistant Head Masters Rs.50/- per month in lieu of the special pay now admissible.

As regards Graduate Teachers, as in the case of such Teachers in Government Schools, those who have or who acquire an Honours' Degree or a Post Graduate Degree or a Training Degree or Diploma may be given two advance increments as personal pay and those who acquire an Honours' Degree or a Post Graduate Degree or a Training Degree or Diploma only may be allowed one advance increment as personal pay.

PROFORMA - VII.

TEN CLASS HIGH SCHOOL (CLASS V TO CLASS X)

Name of the posts	No. of posts	Pay and allowance.	Qualification.	Avenue of promotion.	Duties and responsibilities	Remarks.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1) One Head Master.	1611	Rs. 350-25-400-30-640-40-800	Trained Honours/Trained 2nd Class Master's Degree with five years' teaching experience.	Nil	Teaching and administration.	These Schools are recognised by the West Bengal Board of Secondary Education. They are under the Grants-in-Aid Scheme of Govt. grants. A pension scheme has been introduced by Government besides the Provident Fund Scheme already existing.
2) One Assistant Head Master	1611	Rs. 250-20-350-25-475 plus a special pay of Rs. 35/- per month.	Trained Honours/Trained Master's Degree holders with three years' teaching experience.	To the post of Head Master.	Teaching and administration.	
3) Ten Assistant Teachers.		(a) Rs. 220-10-320-15-470 for Trained Honours/Trained Master's degree with a higher start at Rs. 240/- for 2nd Class Master's Degree. (b) Rs. 167 - 317/- - For Trained Graduates. Higher start at Rs. 181/- for Distinction; (c) Rs. 220 - 5 - 230 - For Trained Under Graduates; (d) Rs. 105 - 125 - For existing old Matriculates.	a) Trained Honours/Trained Master's Degree holders. b) Trained Graduates.	To the post of Assistant Head Master/Head Master.	Teaching	

(1)	(2)	(3)	(4)	(5)	(6)	(7)
4) One Clerk (Upto 500 roll strength)	1611	Rs. 115-3-172-4-180	Matriculation/School Final.	N i l	Clerical	
5) Two Class IV Staff (Upto 350 roll strength)	3222	Rs. 60 - 75	Ability to read and	N i l	Miscellaneous.	
Three Class IV Staff (above 350 roll strength).	4833					
Dearness Allowance (whole amount being paid by Government).						
Teaching Staff. ..		..	Rs. 90.00 per month;			
Non-Teaching Staff. ; ..		..	Rs. 67.50 per month.			

In Rural Areas, until Teachers' quarters are provided, Trained Graduates Teachers will get a special allowance of Rs.15/- per month and Trained Honours'/Master's Degree holders will get a special allowance of Rs.25/- per month. Unteained Teachers will remain at the ~~ind~~ initial stage of the time-scale till trained.

P R C F C R M A - X.

TEN CLASS HIGH MADRASHA (CLASS V TO CLASS X) :

Name of the posts	No. of posts	Pay and allowance	Qualifications.	Avenue of promotion.	Duties and responsibilities	Remarks.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1) One Headmaster.	39	Rs. 350 - 800	Trained Honours'/Trained 2nd Class Master's Degree with five years' teaching experience.	N i l	Teaching and administration.	These Madrasahs are like the Ten Class High Schools. They are recognised by the Madrasahs Education Board. Grants are being paid by Education Directorate through the District Inspector of Schools.
2) One Assistant Headmaster.	39	Rs. 250 - 475 plus a special pay of Rs. 35/- per month.	Trained Honours'/Trained Master's Degree with three years' teaching experience.	To the post of Teaching and Headmaster	Teaching and administration.	
3) Seven/Eight Assistant Teachers.	273/ 312	(a) Rs. 220 - 470 (with a higher start at Rs. 240/- for 2nd Class Master's Degree); (b) Rs. 167 - 317/- (with a higher start at Rs. 181/- for Distinction); (c) Rs. 120 - 5 - 230 (d) Rs. 105 - 125	(a) Trained Honours'/Trained Master's degree holder. (b) Trained Graduate. (c) Trained Under Graduate. (d) Existing Matriculates.	To the post of Assistant Headmaster. To the post of Assistant Headmaster.	Teaching	

(1)	(2)	(3)	(4)	(5)	(6)	(7)
-----	-----	-----	-----	-----	-----	-----

4) One Clerk.	39	Rs. 115-3-172-4-180	Matriculation/School Final.	Nil	Clerical.	
5) Two Class IV Staff.	70	Rs. 60 - 75	Ability to read and write	Nil	Miscellaneous.	

Dearness allowance (whole amount being paid by Government)

Teaching Staff.	..	Rs. 90.00 per month;
Non-Teaching Staff.	..	Rs. 67.50 per month.

In rural Areas, until teachers' quarters are provided, Trained Graduate Teachers will get a special allowance of Rs.15/- per month and Trained Honours'/Master's Degree holders will get a special allowance of Rs.25/- per month. Un-trained Teachers will remain at the initial stage of the time scale till trained.

FORM A - VIII.

ELEVEN CLASS	HIGHER SECONDARY SCHOOLS	..	1,728
ELEVEN CLASS	HIGHER MADRASHA.	..	37
			<u>1,765</u>

Name of the post	No. of posts.	Pay and allowance	Qualifications.	Avenue of promotion	Duties and responsibilities	Remarks.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1) One Headmaster.	1765	Rs.350-25-400-30-640-40-800 plus special pay at the following rates - a) With one Stream - Rs.25/- p.m. b) With two stream - Rs.50/- " c) With more than two streams. - Rs.75/- "	Trained Honours'/Trained 2nd Class Master's Degree holders with five years' teaching experience.	N i l	Teaching and administration.	Higher Secondary Schools are recognised by the West Bengal Board of Secondary Education and the Higher Madrasa are recognised by the West Bengal Madrasa Education Boards.Grants are released by the Education Directorate and District Inspector of Schools, respectively to these Institutions.
2) One Assistant Head Master.	1765	Rs.250 - 475 plus a special pay at the following rates: a) With one Stream - Rs.40/- p.m b) With more than one stream - Rs.50/- "	Trained Honours'/ Master's Degree holders with three years' teaching experience	To the post of Head Master.	Teaching and administration.	
3) 20 Assistant Teachers.	35300	i) Rs.220 - 470 with higher start at Rs.240/- for 2nd Class Master's Degree holders; ii) Rs.167 - 317 with higher start at Rs.181/- for Distinction. iii) Rs.120 - 230 iv) Rs.105 - 2 - 125	Trained Honours'/ Trained Master's Degree Holders. Trained Graduate. Trained Under-Graduates. Matriculate/I.A. with one subject (old).	To the post of Assistant Head Master/ Head Master.	Teaching.	Pension Scheme has been introduced by Government besides the Provident Fund Scheme already existing.

Chapter - II :

Section - VI.

Deaf and Dumb School -

It appears that there are four Sponsored Schools including the Calcutta Deaf and Dumb School. The existing posts and the scales of pay attached thereto in the Calcutta Deaf and Dumb School will appear from the annexed table.

It appears that the scales of pay practically correspond to the scales of pay in Non-Government Higher Secondary Schools but are different from the scales in the school run by the Government. The qualifications are also different

The following revised scales are recommended keeping in view the revised scales recommended for Teachers in Secondary Schools and the Government Blind School :

- | | |
|--|---|
| (1) Principal. | - The same revised scale as has been recommended for Head Masters of Non-Government Higher Secondary Schools; |
| (2) Heads of Boys' and Girls Sections and Teachers with Post Graduate Degree and Special Training. | - Rs.450-15-600-EB-25-825 |
| (3) Graduate Teachers including Graduate Superintendents of the Hostel and the Workshop. | - Rs.350-10-450-15-600 |
| (4) Under Graduate Teachers and Trained Art and Craft Teachers. | - Rs.300 - 10 - 450 |
| (5) Head Clerk and Accountant. | - Rs.300 - 10 - 450 |
| (6) Un-trained Craft Instructors:
Supervisor, Boys' Hostel:
Matron, Girls' Hostel; Clerk. | - Rs.250-5-300-10-350 |
| (7) Driver. | - The lowest of the revised scales recommended for Drivers in Government offices |

(1)	(2)	(3)	(4)	(5)	(6)	(7)
-----	-----	-----	-----	-----	-----	-----

4) Two Clerks.	3530 Rs. 115 - 180		Matriculate/School Final.	Nil	Clerical.	
5) Three Class IV Staff.	5295 Rs. 60 - 75		Ability to read and write.	Nil	Miscellaneous.	

Dearness Allowance (whole amount being paid by Government.)

Teaching Staff.	..	Rs. 90.00 per month;
Non-Teaching Staff.	..	Rs. 67.50 per month.

In Rural Areas, until teachers' quarters are provided, Trained Honours'

Master's Degree holders will get a special allowance of Rs.25/- per month and Trained Graduates will get a special allowance of Rs.15/- per month. Un-trained Teachers will remain at the initial stage of the time scale.

- (8) Cook : Servant :
Sweeper: Cleaner :
and Class IV Staff. - Rs.150-2-170-3-200-4-220

The special pay of Rs.50/- of the Principal may be retained as Administrative Pay. The Heads of the Boys' and the Girls' Sections may be allowed an Administrative Pay of Rs.25/- each. In view of the improved scale of pay recommended the special pay of the Head Clerk~~x~~ may be abolished.

Graduate Teachers~~w~~ who have or who acquire Post Graduate Diplomas including Special Training Diplomas may be allowed two advance increments in the scale as personal pay. Similarly Under-Graduate Teachers who have or who acquire Special Training Diplomas may be allowed one advance increment as personal pay.

The Head Bearer may be allowed higher initial start at Rs.170/- in the revised scale recommended for Class IV staff.

Calcutta Deaf and Dumb School :

<u>Name of the Post.</u>	<u>Scale of pay.</u>
Principal.	- Rs.350-25-400-30-640-40-800 plus special pay of Rs.50/- p.m.
Head-in-Charge, Boys' / Girls' Sections.	- Rs.350-10-450-15-525
Teachers.	- (a).Rs.220-10-320-15-470 (For Post Graduate Degree Holders in Arts, Science and Commerce and Honours' Graduate plus special training in education of Deaf (Duration of the training - 1 year); (b) Rs.167-7-237-8-370 for Graduates with special Training in Education of the Deaf; (c) Rs.120 - 5 - 230 for Under-Graduates with special training in Education of the Deaf.
Superintendent of Hostel.	- (a) Rs.167-7-237-8-370 - For Trained Graduate; (b). Rs.120 - 5 - 230 - For Trained Under Graduate.
Drawing Teacher.	- Rs. 167-7-237-8-370 - School Final/ Higher Secondary with Diploma in Arts from Government College of Arts and Crafts or Viswa-bharati or equivalent.
Superintendent of Workshop.	- Rs.200 - 10 - 400 with higher initial start upto 6th stage for deserving candidates according to age and experience.
Craft Instructor.	- Rs.115-3-133-4-135.
Supervisor, Boys' Hostel:	
Matron, Girls' Hostel.	- Rs.100-3-136-4-140
Head Clerk.	- Rs.125-3-140-4-200 plus special pay of Rs.15/- per month.
Accountant.	- Rs.125-3-140-4-200
Clerk.	- Rs.115-3-172-4-180
Driver.	- Rs.100-3-136-4-140
Cleaner.	- Rs. 60-1/2-65-1-75
Class IV Staff.	- Rs. 60-1/2-65-1-75
Cook : Servant:	
Sweeper.	- Rs. 60-1/2-65-1-75

Chapter - III :Training Institutions for Primary Teachers -

Particulars of the existing scales of pay in all such Institutions are not available. In some cases the Principals are allowed a scale of pay of Rs.350 - 525 and Lecturers - Rs.210 - 450. Part-time Lecturers get a fixed remuneration of Rs.50/- per month.

The revised scales recommended for the staff of such Institutions are as follows :

- | | | |
|--|----|---|
| (1) Principal or Head Master/
Head Mistress and
Graduate Teachers. | .. | Rs.450-15-600-EB-25-825 |
| (2) Under Graduate
Teachers. | .. | Rs.350-10-410-15-500 |
| (3) Clerical Staff. | .. | Rs.250-5-300-10-350 |
| (4) Class IV Staff. | .. | The same as the revised
scale recommended
for such staff in
all schools. |

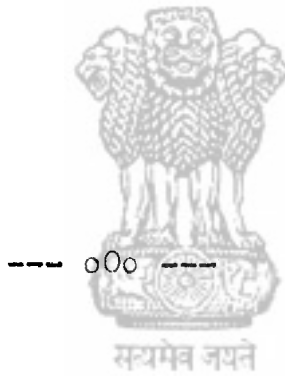
The remuneration of Part-time Lecturers may be increased from Rs.50/- to Rs.75/- per month.

In recommending the revised scales, the revised scales recommended for similar staff in Government Primary Training Schools and other Government Training Institutions have been taken into consideration.

Teachers with Training may be given one advance increment as personal pay.

Panchayat Training Centres -

These Institutions were originally started by Private Organisations with financial assistance from the Government. They have recently been taken over by the Government. Recommendations regarding the staff of such Institutions have already been made along with the recommendations in respect of different categories of employees under the administrative control of the Panchayat Department of Government.



Chapter - V.Section ILibraries -

The classes of libraries, their number, particulars of the staff employed and the scales of pay will appear from the annexed tables.

There are District Libraries (18), Sub-Divisional and Town Libraries (20), Area Libraries (24) and Rural Libraries (529). Apart from sponsored libraries there appear to be some special types of libraries under the management of voluntary organisations which receive grants from Government. The staff of such libraries get a fixed pay and dearness allowance.

It appears that there are three scales of pay for Librarians, namely, Rs.210 - 450 for those possessing a Master's Degree or an Honours' Degree with Diploma in Librarianship, - Rs.167 - 317 for those possessing a Bachelor's Degree with Diploma in Librarianship and Rs.150 - 180 for those who have passed the School Final Examination or its equivalent and have training in Librarianship. Having regard to the nature, status and degree of development attained by these libraries, the following revised scales are recommended -

- (1) Librarians possessing Master's Degree or an Honours' Degree together with Diploma in Librarianship. - Rs.350-10-450-15-600
- (2) Librarians possessing a Degree together with Diploma in Librarianship. - Rs.300 - 10 - 450
- (3) Librarians who are Under Graduates. - Rs.250-5-300-10-350
- (4) Library Assistants who have passed the Matriculation or School Final Examination and have had Librarianship training or possess Librarianship Certificate. - Rs.250-5-300-10-350

- (5) Other Library Attendants' at present on the scale of Rs.80 - 105 - Rs.200-4-240-5-250
- (6) Motor Car Drivers. - The same as the lowest revised scale recommended for Motor Car Drivers in Government offices.
- (7) Class IV Staff. - The same revised scale as has been recommended for such staff in Government offices.

The practice of fixing scales of pay according to the number of books in a library should be discontinued.

It has been represented that Librarians should be exempted from furnishing security. It does not appear to be unreasonable to demand security as Librarians being custodians of valuable books should be accountable for loss or damage through negligence. Abolition of the system is not recommended.



FORM A - XXIII.

D. RURAL LIBRARIES (529 IN WEST BENGAL) :

Set up of posts.	Total No. of posts.	Pay and allowance.	Qualification	Avenue of promotion	Duties and responsibilities	Remarks.
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1. One Librarian.	529	Rs. 115-3-1/2-4-180 plus D.A. Rs. 62.50 per month.	School Final or its equivalent with training in Librarianship.	Nil	Overall charge of the library administration and improvement of the library service.	1) Improvement of reading habit among general public.
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2) Providing Text Book facilities to the students;

3) Inculcate reading habit among children.

2. One Cycle Peon.	529	Rs. 60-1/2-65-1-75 D.A. Rs. 62.50 p per month.	Does Not Arise.	Nil	Helping the smooth running of the	4) Mobile extension service specially for the benefit of women readers.
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5) Promotion of cultural activities.

6) Provide follow up education for the neoliterates.

Dearness Allowance - All Staff Rs. 62.50 p per month.



FORMA - XXII.

G. AREA LIBRARIES (2½ in West Bengal) :

Set up of post.	Total No. of posts.	Pay and allowance.	Qualification	Avenue of promotion	Duties and Responsibilities	Remarks.
1. One Librarian.	24	Rs.115-3-172-4-180 plus D.A. Rs.62.50 p. per month.	School Final or its equivalent with training in Librarianship.	No.	Overall charges of the library administration and improvement of the library service.	1) Improvement of reading habit among general public. 2) Providing Text Book facilities to the students. 3) Inculcate reading habit among children. 4) Mobile extension service specially for the benefit of Women readers. 5) Promotion of cultural activities. 6) Provide follow-up education for the neoliterates.
2. Cycle Peon.	24	Rs.60-1/2-65-1-75 plus D.A. Rs.62.50 p. per month.	Does not arise.	No.	Helping the smooth running of the library.	



Dearness Allowance - All staff - Rs.62.50 p.

P R O F O R M A - X X.

A. DISTRICT LIBRARIES (*18 IN WEST BENGAL) :

Set up of posts.	Total No. of posts.	Pay and allowance.	Qualification.	Avenue of promotion	Duties and responsibilities.	R e m a r k s.
1. One Librarian.	18	*Rs. 167-7-237-8-317 plus an allowance of Rs. 25/- and D.A. Rs. 62.50 p p.m.	Ordinary Bachelor's Degree with Diploma in Librarianship.	No.	Overall charges of the library administration and improvement of the library service.	1) Improvement of reading habit among general public.
2. One Assistant Librarian (for West Dinajpur Dist. Library only).	1	Rs. 167-7-2 37-8-317 plus D.A. Rs. 62.50 p p.m.	- do -	May be promoted to the rank of Librarian.	To assist the Librarian in the discharge of his duties.	2) Providing Text Book facilities to the students.
3. Two Library Assistants.	36	Rs. 115-3-172-4-180 plus D.A. Rs. 62.50 p p.m.	School Final or its equivalent with training in Librarianship.	- do -	- do -	3) Inculcate reading habit among children.
4. Two Library Attendants.	36	Rs. 80-1-88-2-105 plus D.A. Rs. 62.50 p p.m.	School Final Standard with experience in library activities.	- do -	Attending to the readers of the library.	4) Mobile extension service specially for the benefit of Women readers.
5. One Driver.	18	Rs. 60-1/2-65-1-75 plus D.A. Rs. 62.50 p p.m.	Driving Licence.	Does not arise.	Helping the smooth running of the library service.	5) Promotion of cultural activities.
6. One Cleaner.	18	- do -	Does not arise.	- do -	- do -	6) Provide follow-up education for the neo-literates.
7. One Peon.	18	- do -	- do -	- do -	- do -	
8. One Durwan.	18	- do -	- do -	- do -	- do -	
9. One Night Watchman.	18	- do -	- do -	- do -	- do -	

* District Library, Cooch Behar, has since been merged with the State Library, Cooch Behar and renamed as "North Bengal State Library".

** Librarians possessing "Honours" or Master's Degree with Diploma in Librarianship" receive the scale of Rs. 210-10-450 plus other allowance admissible. D.A. - All Staff - Rs. 62.50 p per month.

P R O F O R M A - X I I .

B. SUB-DIVISIONAL/TOWN LIBRARIES (20 IN WEST BENGAL) :

Set up of posts.	Total No. posts.	pay and allowance.	Qualification.	Avenue of promotion.	Duties and responsibilities.	R e m a r k s .
1. One Librarian.	40	Rs.167-7-237-8-317 plus D.A.Rs.62.50 p per month.	Ordinary Bachelor's Degree with Diploma in Librarianship.	No.	Overall charge of the library administration and improvement of the library service.	1) Improvement of reading habit among general public.
2. One Library Assistant.	40	Rs.115-3-172-4-180 plus D.A. Rs.62.50 p per month.	School Final or its equivalent with training in Librarianship.	May be promoted to the rank of Librarian.	2) Providing Text Book facilities to the students.	
3. One Duftry-cum-Book Binder.	40	Rs.60-1/-2-65-1-75 plus D.A. Rs.62.50 per month.	Does not arise.	Does not arise.	3) Inculcate reading habit among children.	
4. One Durwan-cum-Night Guard.	40	- do -	- do -	- do -	4) Mobile extension service specially for the benefit of Women readers.	
					5) Promotion of cultural activities.	
					6) Provide follow-up education for the neo-literates.	

Dearness Allowance - All staff - Rs.62.50 p per month.

Chapter - V.Section - IIAsiatic Society -

The Asiatic Society has many functions. The Commission is concerned only with the library part of the Society. The Society gets a fixed grant of Rs.30,000/- annually from the Government for the library. The library staff does not get dearness allowance at the same rate as Non-Teaching staff of Teaching Institutions.

The following revised scales are recommended -

1) Librarian: Deputy Librarian and Assistant Librarians -

The scales of pay are Rs.300 - 650, Rs.265 - 550 and Rs.175 - 350 respectively. The revised scales should be the same as the revised scales recommended for similar staff with similar qualifications in the State Central Library and College Libraries.

2) Superintendents -

The scale of pay is Rs.300 - 600. The revised scale recommended is Rs.450-15-600-25-825.

3) Assistant Accountant: Cashier and Publication Assistant -

The scale of pay is Rs.175 - 350. The revised scale recommended is Rs.350-10-410-15-500.

4) Stenographer and Senior Technical Assistant -

The scale of pay of both these posts is Rs.170 - 330. The Stenographer may be allowed the revised scale recommended for Stenographers of the Basic Grade in Government Offices. The Senior Technical Assistant may be allowed the same revised scale as has been recommended for the Assistant Accountant Cashier and Publication Assistant.

5) Junior Assistant Typist and Junior Technical Assistant -

The scale of pay is Rs.135 - 235. The revised scale recommended is Rs.250-5-300-10-350.

6) Liftman -

The Liftman is not attached to the Library but to the general office. No recommendation for revision of pay scale is, therefore, called for.

7) Jamadar: Library Attendant: Daftry and Bearer -

The scales of pay are Rs.75 - 105 and Rs.65 - 85. The revised scale recommended for the Laboratory Attendant is the same as the revised scale recommended for Library Attendant in Government Libraries and College Libraries. The revised scale recommended for the other posts is Rs.150-2-170-3-200-4-220 with higher initial start at Rs.170/- for the Jamadar.

8) Fixed Pay Posts -

There are some posts on fixed pay. The Publication Supervisor gets Rs.225/-, the Senior Technical Assistant (Preservation) gets Rs.110/- and the Bill Collector gets Rs.30/-. If these be whole-time posts, there should be regular scales of pay and the Publication Supervisor may be allowed the revised scale recommended for the Publication Assistant and the Senior Technical Assistant (Preservation) may be allowed the revised scale recommended for the other Senior Technical Assistant. The remuneration of the Bill Collector may be increased to Rs.50/-.



Chapter - V.

Section III

Day Student's Home -

The posts and the scales of pay attached thereto will appear from the annexed table.

It appears that there are four each such Homes. They are all Sponsored Establishments. There are no comparable establishments directly under the Government and these establishments cannot be compared with ordinary hostels. These establishments provide students not only with facilities for study in quiet and congenial atmosphere by maintaining libraries but also with meals at moderate prices.

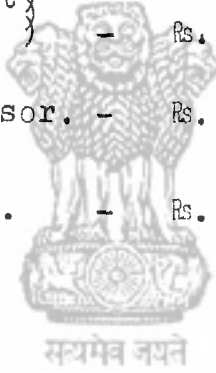
The following revised scales are recommended -

- | | | |
|---|---|--------------------------|
| (1) Warden. | - | Rs.450-15-600-25-825 |
| (2) Superintendent of
Reading Room-cum
-Library. | - | Rs.350-10-450-15-500 |
| (3) Reading Room
Assistant;
Office Assistant:
Typist and
Canteen Supervisor.- | - | Rs.250-5-300-10-350 |
| (4) Head Clerk. | - | Rs.300 - 10 - 450 |
| (5) Reading Room
Attendant. | - | Rs.200-4-240-5-250 |
| (6) Class IV Staff. | - | Rs.150-2-170-3-200-4-220 |

Part-time employees may be absorbed in the categories of whole-time employees of comparable ranks.

Day Students' Home :

<u>Designation of the post:</u>	<u>Scale of pay :</u>
1) Warden.	- Rs.275-15-350-20-650
2) Superintendent of Reading Room-cum-Library.	- Rs. 200 - 10 - 400
3) Reading Room Assistant.	- Rs. 125-3-140-4-200
4) Reading Room Attendant.	- Rs. 60-1/2-65-1-75
5) Head Clerk.	- Rs. 200 - 10 - 300
6) Office Assistant) Typist. }	- Rs. 80-3-134-4-150
7) Canteen Supervisor.	- Rs. 125-3-140-4-200
8) Cook and other Class IV Staff.	- Rs. 60-1/2-65-1-75



Chapter - VI.Section - I:Polytechnics -

It appears that there are in all 24 Polytechnics including the School of Printing Technology, Jadavpur, Calcutta. These are all Sponsored Institutions.

The posts in these Institutions are practically of the same or a similar nature. They are also similar to the posts in the Government Polytechnic. Particulars of the posts will appear from the annexed tables.

Having regard to the revised scales recommended for posts in Government Polytechnic, the following revised scales of pay are recommended for the staff of these Polytechnics -

Principal :

The revised scale is the same as the revised scale recommended for Executive Engineers in the Public Works Department together with Administrative Pay of Rs.100/- per month.

Heads of Departments: Superintendent of Training :
Workshop Superintendent: Senior Lecturers in
Technical Subjects : and Lecturers in Engineering
Subjects (All holding Engineering Degrees) :

The same revised scale as has been recommended for Assistant Engineers in the Public Works Department together with a special pay of Rs.75/- for the Heads of Departments.

Lecturers in Science, Mathematics and Humanities :

The same revised scale as has been recommended for Assistant Professors in Government Colleges.

Junior Lecturers : Assistant Lecturers : Demonstrators
in Technical Subjects: Demonstrators in Engineering
Subjects: Demonstrators (Science) : Foreman :
Supervisors and Draftsmen :

The scale recommended is Rs.425-10-475-15-700.

Senior Instructors : Junior Instructors : Instructors
and Workshop Instructors :

The same revised scales as have been recommended for Sub-Assistant Engineers, Draftsmen and Surveyors on similar scales of pay in the Irrigation and Waterways Department and the Public Works Department.

Mechanic : Electrician and Junior Laboratory Assistant :

The revised scale recommended is Rs.250-5-300-10-350.

Part-time Lecturer in Humanities and Part-time Surveyor :

The remunerations are Rs.200/- and Rs.75/- respectively. No change is recommended.

Other Part-time Posts :

In some Polytechnics there are Part-time Courses. The Principal gets an allowance of Rs.200/- per month, Members of the regular teaching staff who also deliver lectures for these part-time courses get 20% of their salary as remuneration and other Part-time Lecturers get Rs.15/- per lecture in the case of Engineering subjects and Rs.10/- in the case of Non-Engineering subjects. Non-Teaching staff get 20% of their salary as remuneration. No change in the remuneration of the Principal is recommended. Lecturers whether they belong to the regular teaching staff or not should be paid at a uniform rate and there should be no difference in the rates for Engineering Subjects and Non-Engineering Subjects. It is recommended that the amount of remuneration may be fixed for all at Rs.20/- per lecture. As regards Non-Teaching staff, remuneration as paid at present may continue. No change is recommended.

Other Staff :

The revised scales recommended for such staff are stated below :

Librarians and Library Assistant :

The same revised scales as have been recommended for similar categories of staff with similar qualifications in Government Colleges.

Office Superintendents : Senior Clerk-cum-Accountant
and Head Clerk-cum-Cashier :

Rs. 350-10-410-15-500

Upper Division Clerks : Accountants : Store Keepers :
Cashiers and Senior Clerks :

The revised scale recommended is Rs.300 - 10 - 450.

Steno-Typists :

The revised scale recommended is Rs.250-5-300-10-350 plus a special pay of Rs.25/-.

Clerks : Junior Clerks : Typists and Junior Laboratory
Assistants :

The revised scale recommended is 250-5-300-10-350.

Attendants and Class IV Staff :

The revised scale recommended is Rs.150-2-170-3-200-4-220 with higher initial start at Rs.170/- for the Attendants.

SCHOOL OF PRINTING TECHNOLOGY, JALPAIGUR, CALCUTTA.

Name of the post.	No. of posts	Pay and allowance.	Qualifications	Avenue of promotion	duties and responsibilities.	R e m u n e r a t i o n s :
(1)	(2)	(3)	(4)	(5)	(6)	(7)

TEACHING :

1. One Principal.	1	Rs. 700 - 1350	i) A degree in Engineering of an Indian University or of a Foreign University or equivalent qualifications. ii) At least seven years' practical experience after Graduation.	Nil except in the post of Librarian.	Teaching and administration.	In Terms of Govt. Order No. 832-Edn. (Tech.) dated 16.7.68 a new Set-up has been sanctioned for the School of Printing Technology, Calcutta, with revised scales of pay. The incumbents of the old Set-up will continue in their present scales of pay on the existing terms and conditions against the post of New Set-up till they are finally absorbed in the New Set-up.
2. Three Heads of Departments.	3	Rs. 325-30-475-35-1000 plus special pay of Rs. 75/- per month.	A degree in the particular branch of Engineering or equivalent qualification and one year's Training or experience after Graduation.		Teaching.	
3. Six Senior Lecturers (Technical).	6	Rs. 325-30-475-35-1000	- do -		Teaching.	
4. One Lecturer in Science.	1	Rs. 275 - 650	Second Class Master's degree in Science.		Teaching.	
5. Five Junior Lecturer(Tech.)	5	Rs. 225 - 475	Diploma in Engineering.		Teaching.	
6. One Photo Technician.	1	Rs. 225 - 475			Teaching.	
7. One Lecturer in Humanities (Part-time).	1	Rs. 200/- (fixed).	Second Class Master's degree in the subject.		Teaching.	

(1)	(2)	(3)	(4)	(5)	(6)	(7)
NON TEACHING (WORKSHOP AND OFFICE) :						
Eight Senior Instructors	8	Rs. 150 - 5 - 250			Workshop and office work.	() Four posts to be filled up by recruitment and the other four posts should be filled up from amongst the existing Instructors.
Twelve Junior Instructors.	12	Rs. 125 - 200 with higher start at Rs. 140/-.	A highly skilled Craftsman in the particular trade with ability to teach, practical experience of not less than five years in recognised firm and sufficient knowledge in reading, writing, shop calculations and workshop drawing. Preference to those with experience in a training centre.		- do -	
1. One Mechanic.	1	Rs. 125 - 200 with higher start at Rs. 140/-.	- do -		- do -	
2. One Electrician.	1	Rs. 125 - 200 with higher start at Rs. 140/-.	- do -		- do -	
3. One Head Clerk.	1	Rs. 200 - 10 - 300	Intermediate Examination or a recognised University with adequate knowledge on accounts work with an Engineering Institution or workshop.		- do -	
5. One Accountant.	1	Rs. 150 - 5 - 250	Matriculate with a certificate in Accountancy and Book-keeping from a recognised Institution.		- do -	

(1)	(2)	(3)	(4)	(5)	(6)	(7)
14. One Librarian.	1	i) Rs. 175 - 325 for direct recruits-ment; ii) Rs. 200-10-300 for promotee from Clerical posts.	Graduate in Arts or Science with a Diploma or a Certificate in Librarianship of a recognised Institution.		Workshop and Office work.	
15. One Library Assistant.	1	Rs. 125 - 200	Passed School Final or its equivalent preferably with experience in library work.		- do -	
16. One Store Keeper.	1	Rs. 200 - 10 - 300	i) Passed at least S.F. or its equivalent; ii) Three years' experience in an Engineering Store; iii) Knowledge of Accounts; iv) Experience in purchase of stores.		- do -	
17. One Store Assistant.	1	Rs. 125 - 200	Matriculate with experience of keeping Engineering Store and maintaining store records.		- do -	
18. One Cashier.	1	Rs. 150 - 5 - 250	Intermediate with knowledge of Accountancy work.		- do -	
19. One Steno-Typist.	1	Rs. 125 - 200 plus Short-hand allowance of Rs. 20/- per month.	Passed School Final or its equivalent with a Certificate in Short and Type-writing.		- do -	
20. Two Lower Division Clerk.	2	Rs. 125 - 200	Passed School Final or its equivalent preferably with experience in office work.			

(1)	(2)	(3)	(4)	(5)	(6)	(7)
21. one Typist	1	Rs. 125 - 200	Matriculate with a certificate in Typewriting from a recognised Institution.		Workshop and office work.	
22. Ten Attendants.	10	Rs. 65 - 1 - 85	Ability to work in the Workshop.		- do -	
23. NINE LOWER Grade Staff.	9	Rs. 60-1/2-65-1-75	Ability to read and write.		- do -	



Dearness Allowance (entire amount being paid by Government)

Similar to State Government Staff.

Provident Fund contributions are paid @ 6½ per cent.

FORM A - XVI.

ONE SPONSORED POLYTECHNIC AT MALDA (INTAKE : 120) :

Name of posts. (1)	No. of posts. (2)	Pay and Allowance (3)	Qualifications (4)	Avenue of promotion (5)	Duties and responsibilities (6)	Remarks (7)
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TEACHING :

1. One Principal
Same as in Col. (1) Same as in Proforma XIV Same as in Proforma XIV Same as in. Proforma XIV
2. Fourteen Lecturers(Enggr (including 4 Heads of Department).
Same as in Proforma XIV
3. Four Lecturers (Science and Humanities).
Same as in Proforma XIV
4. Two Foreman.
Same as in Proforma XIV
5. Five Demonstrators (Engineering).
Same as in Proforma XIV
6. Two Demonstrators (Science).
Same as in Proforma XIV

NON TEACHING (WORKSHOP AND OFFICE) :

7. Three Junior Laboratory Assistant.
8. Thirteen Workshop Instructor.
9. One Librarian.
10. One Library Asstt.



(1)	(2)	(3)	(4)	(5)	(6)	(7)
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10. One Library Assistant.

11. One Store Keeper.

12. One Store Assistant.

13. One Head Clerk.

14. One Accountant.

15. One Stenographer/
Confidential Clerk.

16. One Cashier.

17. One Clerk.

18. One Typist.

19. Sixteen Lower Grade
Staff.




PROFORMA - XVIII.

ONE SPONSORED COMPOSITE POLYTECHNIC FOR WOMEN WITH
JUNIOR SECTION - AT CONVENT ROAD, CALCUTTA.

Name of posts.	No. of posts	Pay and allowance.	Qualifications	Avenue of promotion	Duties and Responsibilities	Remarks.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<u>TEACHING :</u>						
1. One Principal	1	Rs. 700 - 1350	Same as in Sl.No.1, Col.4 of Proforma XIV	Nil	Teaching and administration.	
2. One Superintendent.	1	Rs. 325 - 1000 plus special allowance of Rs.150/- per month.	Same as in Sl.No.2, Col.4 of Proforma XIV.	Nil	- do -	
3. Six Heads of Deptt.	6	Rs. 325 - 1000 plus special allowance of Rs.75/- p.m.	Same as in Sl.No.3, Col.4 of Proforma XIV.	Nil	Teaching.	
4. Six Lecturers (Technical).	6	Rs. 325 - 1000	- do -	Nil	-do-	
5. Six Lecturers (Science and Humanities).	6	Rs.275-650.	Same as in Sl.No.3, Col.4 of Proforma XIV.	Nil	-do-	
6. Fifteen Assistant Lecturers/Demonstrators (Technical).	15	Rs. 350 - 525		Nil	-do-	
7. Twelve Instructors/Demonstrators (Science & Humanities)	12	Rs. 175 - 325	Same as in Sl.No.6, Col.4	Nil	-do-	

(1)	(2)	(3)	(4)	(5)	(6)	(7)
<u>NON-TEACHING (WORKSHOP AND OFFICE) :</u>						
8. Eight Skilled Assistant.	8	Rs. 125 - 200		Nil	Non-Teaching.	
9. One Head Clerk.	1	Rs. 200 - 300	Same as in Col. 4 of Proforma XIV.	Nil	- do -	
10. One Accountant.	1	Rs. 150 - 5 - 250	- do -	Nil	- do -	
11. Two Upper Division Clerks.	2	Rs. 150 - 5 - 250	- do -	Nil	- do -	
12. Two Typists.	2	Rs. 125 - 200	- do -	Nil	- do -	
13. One Cashier.	1	Rs. 150 - 5 - 250	- do -	Nil	- do -	
14. One Store Keeper.	1	Rs. 200 - 300	- do -	Nil	- do -	
15. One Store Clerk.	1	Rs. 125 - 200	- do -	Nil	- do -	
16. One Librarian.	1	Rs. 200 - 300	- do -	Nil	- do -	



(1)	(2)	(3)	(4)	(5)	(6)	(7)
17. One Stenographer.	1	Rs. 125 - 200 plus shorthand allowance of Rs.20/- per month.	Same as in Col. 4 of Proforma XIV.	Nil	Non-Teaching.	
18. One Compounder.	1	Rs. 125 - 200		Nil	- do -	
19. Twenty Five Lower Grade Staff.	25	Rs. 60 - 75		Nil	- do -	

Dearness Allowance (entire amount paid by Government)

Similar to State Government staff.

P R O F O R M A - XVII.

TWO SPONSORED POLYTECHNIC (3 YEAR DIPLOMA COURSE) :

(1) Birla Institute of Technology, Calcutta. (2) Polytechnic at Howrah.

Name of posts.	No. of Post	Pay and allowance.	Qualifications	Avenue of promotion	Duties and responsibilities	Remarks
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TEACHING :

1. One Principal.	2	Rs. 700 - 1350	Same as in Proforma XIV.	Same as in Proforma XIV.	Same as in Proforma XIV.	Same as in Proforma XIV.
2. One Superintendent of Training.	2	Rs. 325 - 1000	i) A degree in Mechanical/ Electrical Engineering or a equivalent qualifications; ii) At least five years' experience in a reputed concern either in production or maintenance including a minimum of two years' in a responsible position.			



3. Six Lecturers in Engineering (including Drawing).

12 Rs. 325 - 1000

Same as in Proforma XIV.

4. Six Demonstrator in Engineering.

12 Rs. 225 - 475

- do -

Preference will be given to experience in Technical Training Centres.

(1)	(2)	(3)	(4)	(5)	(6)	(7)
5. Two Demonstrator in Science.	4	Rs. 175 - 325	Same as in Proforma XIV.			
6. Three Lecturer in Science and Mathematics.	6	Rs. 275 - 650	- do -			
7. One Lecturer in Humanities.	2	Rs. 275 - 650	- do -			
8. One Draftsman.	2	Rs. 225 - 475	A Diploma in Mechanical or Electrical Engineering or its equivalent with at least three years' drawing experience in a reputed organisation or educational institution.			
9. One Supervisor.	2	Rs. 225 - 475	i) A Diploma in Mechanical/ Electrical Engineering or equivalent qualifications with at least three years' experience in an Industrial Organisation;			

C R

At least a Matriculate with five years' Apprenticeship Training in a Railway Workshop Ordinance Factory or similar big Organisation in Mechanical/ Electrical Engineering and five years' industrial experience;

ii) Electrical Supervisor Certificate of competency upto Medium Pressure. Reference will be given to experience in teaching

(1)	(2)	(3)	(4)	(5)	(6)	(7)
10. One Surveyor (part-time).	2	Rs. 75/- (fixed)	Passed Surveyorship Examination from a recognised Institution.			
NON TEACHING (WORKSHOP & OFFICE) :						
11. Seven Workshop Instructor.	14	Rs. 125 - 200 with higher start at Rs. 140/-.	Same as in Informa XIV.			
12. Four Junior Laboratory Assistant.	8	Rs. 125 - 200	- do -			
13. One Head Clerk.	2	Rs. 200 - 10 - 300	- do -			
14. One Cashier.	2	Rs. 150 - 5 - 250	- do -			
15. One Store Keeper.	2	Rs. 200 - 10 - 300	- do -			
16. One Librarian.	2	Rs. 175 - 325	- do -			
17. One Typist.	2	Rs. 125 - 200	- do -			
18. One Clerk	4	Rs. 125 - 200	- do -			
19. One Accountant.	2	Rs. 150 - 5 - 250	- do -			
20. One Stenographer/Confidential Clerk.	2	Rs. 125 - 200 plus Shorthand Allowances of Rs. 20/- p. m.	- do -			
21. Twenty-four Lower Grade Staff.	48	Rs. 60 - 75	- do -			

(1)	(2)	(3)	(4)	(5)	(6)	(7)
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2 YEAR SPECIALISED COURSE IN THE ABOVE TWO ANALYTECHNICS :

TEACHING :

1. Two Heads of Departments.	4	Rs. 325 - 1000 with special pay of Rs. 75/- per month.	Same as in Proforma XIV	Nil	Teaching.
2. One Workshop Superintendent.	2	Rs. 325 - 1000	Same as in Sl.2, Col.4 of Proforma XVII.	Nil	-do-
3. One Foreman.	2	Rs. 225 - 475	Same as in Sl.7, Col.4 of Proforma XIV.	Nil	- do -
4. Three Lecturer (Science).	6	Rs. 275 - 650	Same as in Sl.3, Col.4 of Proforma XIV.		

NON TEACHING (WORKSHOP AND OFFICE) :

5. One Workshop Instructor.	2	Rs. 125 - 200	Same as in Sl.9, Col.4 of Proforma XIV.		Non-Teaching.
6. One Store Keeper.	2	Rs. 200 - 10 - 300	Same as in Sl.12, Col.4 of Proforma XIV.		- do -

(1)	(2)	(3)	(4)	(5)	(6)	(7)
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7. One Junior Clerk. 2 Rs. 125 - 200 Same as in Sl.21, Col.4 of Proforma XIV. Non-Teaching

8. Five Lower Grade Staff 10 Rs. 60 - 75 Ability to read and write.



Dearness Allowance (entire amount paid by Government).

Similar to State Government Staff.

PROFORMA - XV

EIGHT SPONSORED POLYTECHNICS (INTAKE : 180) :

Name of posts.	No. of posts.	PAY and Allowances.	Qualifications.	Avenue of promotion.	Duties and responsibilities	Remarks
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TEACHING :

1. One Principal
8
Pay and allowances - Same as in Proforma XIV.
Same as in Proforma -XIV. XIV.
2. Eighteen Lecturers (Engineering) (including three Heads of Departments).
144 (including 24 Heads of Deptts).
3. Sixteen Lecturers (Science and Humanities).
48
4. Seventeen Demonstrators (Engineering).
48
5. Two Demonstrators (Science).
16
6. Two Foreman.
16



NON TEACHING (WORKSHOP AND OFFICE) :

7. Four Junior Laboratory Assistants.
32

(1)	(2)	(3)	(4)	(5)	(6)	(7)
8. Sixteen Workshop Instructor.	128					
9. One Librarian.	8					
10. One Library Assistant.	8					
11. One Store Keeper.	8					
12. One Store Assistant.	8					
13. One Head Clerk.	8					
14. One Accountant.	8					
15. One Stenographer/Confidential Clerk.	8					
16. One Gasmer.	8					
17. Two Clerk.	16					
18. One Typist.	8					
19. Twenty Lower Grade Staff.	160					



I R O F R M A - XIV.

ELEVEN SANS. RED POLYTECHNICS (240 INTAKES)

Name of posts.	No. of posts.	Pay and allowances	Qualifications	Avenue of promotion	Duties and responsibilities	Remarks.
<u>TEACHING :</u>						
1. ne Principal	11	Rs.700-50-750-60-1350 (Higher initial pay only in suitable cases to be considered in merits).	<p>i) A Degree in Engineering of an Indian University or of a Foreign University or equivalent qualifications;</p> <p>ii) At least seven years' practical experience after Graduation.</p> <p><u>Desirable :</u> Administrative experience in any recognised organisation.</p>	Teaching and administration.	Teaching	These Sponsored Polytechnics are established by the Education Deptt. under the Govt. of India Scheme on the recommendation of the All India Council for Technical Education. Deficit grants are granted by the State Govt. (Education Deptt.) through the D.I.I. West Bengal. Management is in the hands of respective Governing body constituted under orders of Government. Ten per cent of the total enrolled students are awarded free Scholarship. There is provision of only 36 stipends awarded by Govt. @ Rs.20/- p.m. to the students of the Polytechnics.
2. Twenty-three Lecturers (Engineering) (including three Heads of Deptts.	253	Rs.325-30-475-35-1000 Special pay of Rs.75/- p.m. for 33 Heads of Departments.	<p>A degree in the particular branch of Engineering or equivalent qualification and one years' training or experience after Graduation.</p> <p><u>Desirable :</u> Practical experience in a recognised organisation or in a Workshop.</p>			

(1)	(2)	(3)	(4)	(5)	(6)	(7)
3. Six Lecturers (Science and Humanities).	66	Rs. 275-15-350-20-650	Master's Degree not below Class II in the respective subject.		Teaching	Diploma course for 3 years. Diploma is awarded by the State Council for Engineering and Technical Education. Hostel accommodation is available for 50 per cent students. Diploma is recognised by the Board of Assessment, Government of India.
4. One Lecturer, (Mathematics)	11	Rs. 275-15-350-20-650	- do -		Teaching	
5. Nine Demonstrators. (Engineering);	99	Rs. 225 - 475	Diploma in Engineering.		Teaching.	
6. Two Demonstrators (Science).	22	Rs. 175 - 325	Graduate in Science with experience.		Teaching.	
7. Two Foreman,	22	Rs. 225 - 475	A Diploma in Mechanical/Electrical Engineering and five years' experience in a Workshop either in maintenance, installation or manufacture.		Teaching	Recruitment to teaching posts are made on the advice of the Selection Committee constituted for the purpose, while recruitment to Non-Teaching posts is made by the Governing Body of the Institute with the approval of the D. I. I.

NON TEACHING (WORKSHOP AND OFFICE) :

8. Four Junior Laboratory Asstts.	44	Rs. 125 - 200	School Final passed with two years' experience in a Laboratory or passed I.Sc., Examination or its equivalent.		Non-Teaching	
9. Nineteen Workshop Instructors.	209	Rs. 125 - 200 with higher initial start at Rs. 140/-.	A highly skilled Craftsman in the particular trade with ability to teach, practical experience of not less than five years/and sufficient knowledge in reading, writing shop calculation and workshop drawing. Preference to those with experience in a Training Centre.		Non-Teaching	

✓ in a recognised firm

(1)	(2)	(3)	(4)	(5)	(6)	(7)
10. One Librarian.	11	Rs. 175 - 325	Graduate in Arts or Science with a Diploma or a Certificate in Librarianship of a Recognised Institution.		Non-Teaching	
11. One Library Assistant.	11	Rs. 125 - 200	Passed School Final or its equivalent preferably with a experience in Library work.		Non-Teaching.	
12. One Store Keeper	11	Rs. 200 - 10 - 300	i) Passed at least School Final or its equivalent; ii) Three years' experience in an Engineering Store; iii) Knowledge of Accounts; iv) Experience in purchase of stores;		Non-Teaching	
13. One Store Assistants.	11	Rs. 125 - 200	Matriculate with experience of keeping Engineering Store and maintaining Store Records.		Non-Teaching	
14. One Head Clerk.	11	Rs. 200 - 10 - 300	Intermediate Examination of a recognised University with adequate knowledge of accounts work preferable those connected with an Engineering Institution or Workshop.		Non-Teaching	
15. One Accountant.	11	Rs. 150 - 250	Matriculate with a certificate in Accountancy and Book-Keeping from a recognised Institution.		Non-Teaching	

(1)	(2)	(3)	(4)	(5)	(6)	(7)
16. One Stenographer/ Confidential Clerk.	11	Rs. 125 - 200 plus Shorthand Allowance of Rs.20/- p.m.	Passed School Final or its equivalent with a certificate in Shorthand and Typewriting.		Non-Teaching	
17. One Cashier.	11	Rs.150 - 5 - 250	Intermediate with know- ledge of Accountancy work.		Non-Teaching	
18. Two Clerks.	22	Rs.125 - 200	Passed School Final or its equivalent preferably with experience in office work.		Non-Teaching	
19. One Typist.	11	Rs.125 - 200	Matriculate with a Certificate in Type- writing from a Recognised Institu- tion.		Non-Teaching	

Dearness Allowance (entire amount being paid by Government.
Similar to state Government Staff.

Provident Fund Contributions are paid at 6½ per cent.

Section - II.Junior Technical Schools -

The existing posts and the scales of pay attached thereto will appear from the Annexed tables.

The revised scales recommended are as follows :-

1) Superintendents (holding Engineering Degrees) -

The same revised scale as has been recommended for Assistant Engineers in the Public Works Department plus an Administrative Pay of Rs.75/-.

2) Inspectors (Engineering) : Instructors in Engineering and Drawing and Science, Mathematics, Humanities and Languages : Draftsmen (Mechanical Engineering) and Foreman -

The revised scale recommended is Rs.125-10-475-15-700.

3) Workshop Instructors -

The revised scale recommended is Rs.250-5-300-10-350.

4) Skilled Workmen and Laboratory Assistants -

The revised scale recommended is Rs.200-4-240-5-250.

5) Head Clerks -

The revised scale recommended is Rs.300 - 10 - 450.

6) Clerks and Typists -

The revised scale recommended is Rs.250-5-300-10-350.

7) Attendants and Class IV Staff -

The revised scale recommended is Rs.150-2-170-3-200-4-220.

P R O F O R M A - XIII.

SEVENTEEN (17) JUNIOR TECHNICAL SCHOOLS (60 INTAKE) - DEVELOPED :

Name of posts.	No. of posts	Pay and allowance	Qualification	Avenue of promotion	Duties and responsibilities.	Remarks.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<u>TEACHING :</u>						
1. One Superintendent.	17	Rs. 325-30-475-35-1000 (E.P. after 8th and 16th stages).	A Degree in Engineering or its equivalent with at least three years' experience.	Nil	Teaching and administration.	Same as in Proforma XII. 50% of the students are awarded stipends @ Rs. 20/- p.m. in First and 2nd year class and @ Rs. 30/- p.m. in 3rd Year Class.
2. One Inspector in Engineering.	17	Rs. 225-10-325-15-475	A Diploma in Mechanical or Electrical Engineering or its equivalent with three years' experience of which at least one year in a Well organised Workshop.	Nil	Teaching.	
3. One Instructor in Engineering and Drawing.	17	Rs. 225 - 475	- do -	Nil	Teaching.	
4. Three Instructors in Science and Mathematics.	51	Rs. 160-7-223-8-295	Trained Graduate in Science.	Nil	Teaching	
5. One Instructor in Humanities and Languages.	17	Rs. 160 - 295	Trained Graduate in Arts.	Nil	Teaching	

(1)	(2)	(3)	(4)	(5)	(6)	(7)
6. One Draftsman in Mechanical Engineering.	17	Rs. 225 - 475	A Diploma in Mechanical or Electrical Engineering or its equivalent with at least three years' drawing experience in a reputable Organisation or Educational Institution, preference will be given to candidates possessing five years' experience. Higher initial pay upto Rs.275/- in the sanctioned scale may be given to those possessing five years' experience.	N i l	Teaching	
7. One Foreman.	17	Rs. 225-10-325-15-475	A Diploma in Mechanical or Electrical Engineering or its equivalent with three years' experience in a workshop. Preference will be given to candidates possessing five years' experience. Higher initial pay upto Rs.275/- in the sanctioned scale may be given to those possessing five years' experience.	N i l	Teaching	
<u>NON TEACHING :</u>						
8. Eight Workshop Instructors.	126	Rs.125 - 200 with higher start at Rs.140/-.	i) A highly skilled Craftsman in the trade required with ability to teach; ii) Practical experience of not less than five years in a recognised firm, good general education and	N i l	Non-Teaching	

(1)	(2)	(3)	(4)	(5)	(6)	(7)
9. Twelve Skilled Workmen.	204	Rs. 100-3-136-4-140	and sufficient knowledge of shop calculation and workshop drawing. i) Good general education. ii) A skilled Craftsman in the Trade or at least five years' experience in the particular type of work required.	N i l	Non-Teaching	
10. Five Attendants.	85	Rs. 45-1/2-55-1-60	i) Good general education. ii) Sufficient experience in the particular type of work required.	N i l	Non-Teaching.	
11. One Head Clerk.	17	Rs. 125 - 200	Intermediate - Arts or Science or its equivalent with adequate knowledge of accounts work.	N i l	Non-Teaching	
12. Three Clerks.	51	Rs. 80-3-134-4-150	School Final passed or its equivalent Preferable - previous experience in the type of work required.	N i l	Non-Teaching	
13. One Typist.	17	Rs. 80 - 150	School Final passed or its equivalent with adequate knowledge of typewriting.	N i l	Non-Teaching	
14. Eight Lower Grade Staff.	126	Rs. 45-1/2-55-1-60	Ability to read and write.	N i l	Non-Teaching.	

Dearness Allowance - Similar to State Government Staff.

FORM A - XII

THREE JUNIOR TECHNICAL SCHOOLS (40 INTAKES - UN-DEVELOPED) :

- (1) Laudoha Junior Technical School, Laudoha, Burdwan. 2) St.Xavier's Junior Technical School, Hasuli, 24-Parganas,
3) Sarjoo Prosad Junior Engineering Institute, Durg, F.O.Thalla, Dist- Purulia.

Name of the posts	No. of posts	Scale of pay & Allowance	Qualification	Avenue of promotion	Duties and responsibilities	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)
TEACHING :						
1. One Superintendent.	3	Rs. 325-30-475-55-1000	A Degree in Engineering or etc.	Nil	Teaching and administration.	These schools are set up by the Education Department under the Govt. of India Scheme. They are managed by Managing Committee constituted under orders of Government. They are entirely financed by the State Government. Minimum qualifications for entry in Class VIII passed, Junior Diploma in Engineering (3 years Course) is awarded to the students of these schools by the State Council for Engineering and Technical Education. The Junior Diploma Holders are eligible for entry into Polytechnics. Students enjoy free tuition. Unfortunately the Diploma awarded by these Schools are not recognised by the Board of Assessment, Government of India. Hostel accommodation is available for 50 per cent of students. No subsidy is paid by Government.
2. Two Instructors (Engineering)	6	Rs. 225-10-325-15-475		Nil	Teaching	
3. Two Teachers (Science and Humanities).	6	Rs. 160-7-223-8-295 as personal scale for existing holders of full time post.		Nil	Teaching	
NON TEACHING :						
4. Five Workshop Instructors		Rs. 125-3-140-4-200 with higher start at Rs. 140/-.		Nil	To take practical classes.	
5. One Laboratory Assistant.	3	Rs. 100-3-136-4-140		Nil	Maintenance of Stores and Laboratories. Clerical duties and cash.	
6. One Head Clerk-cum-Cashier.	3	Rs. 125-3-140-4-200 plus a special pay of Rs. 20/- p.m.				



(1)	(2)	(3)	(4)	(5)	(6)	(7)
7. One Store Clerk.	3	Rs. 80-3-134-4-150		Nil	To look after all the Stores.	
8. One Clerk.	3	Rs. 80-3-134-4-150		Nil	Clerical duties.	
9. Four Lower Grade Staff.	12	Rs. 45-1/2-55-1-60		Nil	Miscellaneous work.	



Dearness Allowance (entire amount paid by Government)

Similar to State Government Staff.

Provident Fund contribution are being paid at 6½ per cent.

Chapter - VII.

Non-Teaching Staff of Degree Colleges :

The Non-Teaching staff of Degree Colleges, as far as it has been possible to ascertain, may be classified under the following heads -

- (1) Office Superintendent, (2) Head Clerk,
- (3) Senior Clerk, (4) Accountant, (5) Stenographers,
- (6) Clerks and Typists, (7) Librarians, (8) Assistant Librarians, (9) Laboratory Assistants,
- (10) Electricians, Mechanics, Instrument Keepers and Carpenters, (11) Laboratory Attendants,
- (12) Store Keepers, (13) Skilled Bearers, (14) Drivers
- (15) Darwans, Bearers, Sweepers, Malis and Night Guards.

In some of the Sponsored Colleges there are combined posts of Head Clerk-cum-Cashier and Senior Clerk-cum-Accountant. Posts of Cashiers and Accountants should be separated, if possible. If they are so separated, the posts of Accountants and Cashiers should be treated as Upper Division posts.

Such staff in Government Colleges have been treated on a par with similar staff in District and Regional offices.

The revised scales recommended are as follows :-

- 1) Office Superintendent. - Rs.525-20-625-25-700
- 2) Head Clerk. .. - Rs.450 - 15 - 600
- 3) Upper Division Clerks
(Senior Clerks)
including Accountants
and Cashiers. .. - Rs.350-10-410-15-500
- 4) Stenographers. .. - The same as the revised scale recommended for Basic Grade Stenographers in Government offices.
- 5) Lower Division Clerks.
Typists, Store Keepers,
Assistant Cashiers and
Care Takers. .. - Rs.250-5-300-10-350
- 6) Librarians and Assistant Librarians. .. - The same revised scale as has been recommended for similar posts in Government Colleges.

- 7) Laboratory Assistants. - The same revised scale as has been recommended for similar posts in Government Colleges.
- 8) Laboratory Attendants and Library Attendants.- Rs.200-4-240-5-250
- 9) Electricians, Mechanics, Instrument Keepers and Carpenters. - The same as the revised scales recommended for similar posts in Government offices.
- 10) Drivers. .. - The same as the revised scale recommended for Drivers of the lowest grade in Government offices.
- 11) Skilled Bearers and Head Darwans. .. Rs.150-2-170-3-200-4-220 - with higher initial start at Rs.170/-.
- 12) Darwans, Bearers: Sweepers: Malis: Night Guard, etc. ... - Rs.150-2-170-3-200-4-220

It may be mentioned that the scales of pay of the Non-Teaching staff of Degree Colleges other than Sponsored Colleges vary widely from College to College. It has not been possible for the Commission to obtain a comprehensive picture of all the existing pay scales. Even the Education Department could not furnish the necessary information. The Non-Teaching staff of Degree Colleges other than Sponsored Colleges have been granted interim relief of Rs.15/- per month by the Government. As regards Sponsored Colleges the entire deficit is met by the Government by suitable maintenance grants.

P R O F O R M A - XXIV.Total Strength 1000/1200 (approximate)Non Teaching Staff of Sponsored Degree Colleges :

Category.	Designation.	Scale of pay and Dearness Allowances.		
1	Head Clerk-Cum-Cashier.	Rs. 200 - 10 - 300	DA	Rs. 122 - 146
		<u>322</u>		<u>446</u>
2	Senior Clerk-cum-Accountant.	- do -		
3	Librarians.	i) Rs. 200 - 10 - 400	DA	Rs. 122 - 160
		<u>322</u>		<u>560</u>
		ii) Rs. 175 - 325	DA	Rs. 122 - 146
		<u>297</u>		<u>471</u>
4	Clerk, Typist.	Rs. 125 - 200	D.A. Rs.	<u>98</u> - <u>122</u>
		<u>223</u>		<u>322</u>
5	Assistant Librarians.	- do -		
6	Laboratory Assistant.	Rs. 150 - 5 - 250	DA	Rs. 122 - 146
		<u>272</u>		<u>396</u>
7	Store Keeper.	Rs. 125 - 200	DA	Rs. 98 - 122
		<u>223</u>		<u>322</u>
8	Laboratory Attendants ; Library Attendants ; Skilled Bearers : Darwans : Bearers : Sweepers : Mali : Night Guard, etc.			
		Rs. 60 - 75	DA	Rs. 71 - 71
		<u>131</u>		<u>146</u>

Dearness Allowance : Similar to State Government Staff.

P R O F O R M A - XXV.

Total Strength 6,000 (approximate).

Non Teaching Staff of Aided Degree Colleges :

Cate- gory.	Designation.	Specimen scale of pay & Dearness Allowance.	
1	Office Superintendent: Head Clerk: Accountants & Libra- rians who are at least Graduates.	Rs. 150 - 350 DA Rs. 82.50- 82.50 <u>232.50</u>	<u>432.50</u>
2	Senior Clerks: Cashiers : Assistant Accountants : Stenographers : Assistant Librarians and Laboratory Assistants.	Rs. 100 - 250 DA Rs. 82.50 82.50 <u>182.50</u>	<u>332.50</u>
3	Clerks : Typists :.Store Keepers : Assistant Cashiers: LA Care Takers.	Rs. 80 - 180 DA Rs. 82.50 82.50 <u>162.50</u>	<u>262.50</u>
4	Electricians: Mechanics : Instrument Keepers : Carpenters: Drivers : Laboratory Attendants: Skilled Bearers Library Attendants and Head Durwans.	Rs. 70 - 110 DA Rs. 77.50 77.50 <u>147.50</u>	<u>187.50</u>
5	Bearers : Peons : Durwans.	Rs. 50 - 80 DA Rs. 77.50 77.50 <u>127.50</u>	<u>157.50</u>
6	Sweepers : Mali : Visti	Rs. 50 - 80 DA Rs. 77.50 77.50 <u>127.50</u>	<u>157.50</u>

N.B.: Some of the Colleges Pay: College D.A.
at the following rates :-

Superior Staff. .. Rs.10/-
Menials. .. Rs. 5/-

Dearness Allowance :

Superior Staff. - Rs.82.50 per month;
Menials. - Rs.77.50 per month.

Chapter - VIII.Chowkidars and Dafadars :

The annexed tables will show the number of Chowkidars and Dafadars and the remunerations paid to them by Panchayats and Union Boards.

It will be seen that the rates are not uniform. Previously, Government used to make an annual contribution amounting approximately to Rs.30,00,000/- being 50% of the amount paid on account of salaries. With effect from 1.5.65 Government contributed Rs.15/- for each Chowkidar and Rs.20/- for each Dafadar to Anchal Panchayet irrespective of the amounts paid by them. It was, however, requested that Panchayats should pay an amount equal to the Government contribution.

Then with effect from 1.6.67 Government increased the rates of contribution further, the existing rates being Rs.20/- per Chowkidar and Rs.25/- per Dafadar. The Panchayats were requested to pay similar amount to them. The monthly emoluments of Chowkidars and Dafadars would in that case work out at Rs.40/- and Rs.50/- respectively.

At present there are about 3,082 Dafadars and 25,652 Chowkidars. In some of the districts like Burdwan, Bankura, Murshidabad, and Nadia there are still Union Boards which have yet to be replaced by Anchal Panchayats.

Chowkidars and Dafadars are at the beck and call of Union Boards or Anchal Panchayats and Police Officers. They have to discharge various duties as employees of Union Boards or Anchal Panchayats and they have also to attend Thana parades periodically to report births, deaths, crimes, etc., and to receive instructions regarding their police duties. They are also required to help during investigation into cases by the Police. Their duties are thus of a multifarious nature and like the Police they have no fixed duty hours. Night petrolling is a regular feature of their work.

Having regard to the duties that they have to perform, the emoluments they receive can hardly be said to be adequate. It is recommended that the monthly remuneration of Dafadars should be increased to Rs.75/- and that of Chowkidars to Rs.60/-.

According to Sri D.L.Sen Gupta, Lafadars and Chowkidars are for all practical purposes whole-time employees and their remuneration should be the same as that of Class IV employees under Government.

The Commission suggests that there should be a regularly constituted Rural Police Force which should be integrated with the State Police Force.

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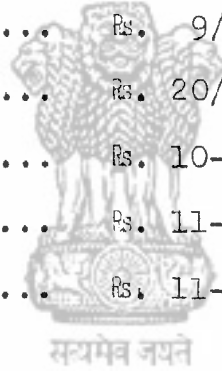
Number of Chowkidars and Lafadars
Under
Anchal Panchayat and Union Boards.

		<u>Under</u> <u>Anchal</u> <u>Panchayat.</u>		<u>Under Union</u> <u>Board not yet</u> <u>covered by</u> <u>Anchal Pancha-</u> <u>yat.</u>		<u>Total</u>
Chowkidar.	...	25,000	..	652	..	25,652
Lafadar.	...	3,000	..	82	..	3,082



ANNEXURE - II.

<u>Name of the District.</u>	<u>Monthly Salary :</u>	
	<u>Chowkidars:</u>	<u>Lafidars:</u>
1) 24-Parganas. ...	Rs. 18/-	- Rs. 25/-
2) West Dinajpur. ...	Rs. 14/-	- Rs. 18/-
3) Jalpaiguri. ...	Rs. 14/-	- Rs. 18/-
4) Purulia. ...	Rs. 12/-	- x
5) Murshidabad. ...	Rs. 12/-	- Rs. 15/-
6) Midnapore. ...	Rs. 11-20	- Rs. 13-24
7) Cooch Behar. ...	Rs. 12-15	- Rs. 15-20
8) Nadia. ...	Rs. 17/-	- Rs. 23/-
9) Howrah. ...	Rs. 14/-	- Rs. 16/-
10) Malda. ...	Rs. 14-15	- Rs. 19-20.50
11) Bankura. ...	Rs. 9/-	- Rs. 11/-
12) Birbhum. ...	Rs. 20/-	- Rs. 25/-
13) Burdwan. ...	Rs. 10-15	- Rs. 12-28
14) Darjeeling. ...	Rs. 11-25	... Rs. 14/-
15) Hooghly. ...	Rs. 11-14	- Rs. 14-22



Chapter - IX.Secretaries of Anchal Panchayats :

Secretaries of Anchal Panchayats are whole-time employees. It appears that they have both executive and clerical functions. The minimum prescribed qualification is School Final Examination or its equivalent. Though they are employees of the Anchal Panchayats, curiously enough they are appointed by the Director of Panchayats. This seems to be an anomalous position from the point of view of control and discipline.

The present scale of pay is Rs.50-1-68-2-80 (a Pre-1961 scale of pay) together with dearness allowance and cash allowance. The amounts of such allowances are shown below :

	<u>For Pay of Rs.50/-</u>			<u>For pay of Rs.51/-</u>		
	<u>per month :</u>			<u>to 80/- p.m.</u>		
	D.A.	C.A.	Addl. D.A.	D.A.	C.A.	Addl. D.A.
At the time of introduction of the scale of 1958.	30	5	-	40	5	-
From 1.9.66.	--	-	5	--	-	5
From 1.1.67	--	-	10	--	-	10
From 1.5.67	--	-	18	--	-	18
	<u>30</u>	<u>5</u>	<u>33</u>	<u>40</u>	<u>5</u>	<u>33</u>

The pay with allowance works out at Rs.118 - 158. It appears that a proposal to increase the scale of pay to Rs.115-3-160-4-180 together with dearness allowance as admissible to Primary School Teachers was under consideration when the Pay Commission was set up.

Having regard to the qualifications and nature of duties, the Commission considers that the scale of pay should not be less than the scale of pay of Lower Division Clerk. It is recommended that the revised scale should be Rs.250-5-300-10-350 inclusive of dearness allowance.

Chapter - X.Anchalik Parishads :

The existing posts and the scales of pay attached thereto will appear from the annexed tables.

It appears that each Anchalik Parishad has one Clerk-cum-Typist and one Peon on regular scales of pay. Employees of other categories are on fixed rates of pay except in three cases. Such employees are Night Guard, Sweepers and Funkha Pullers. The rates of fixed pay are not uniform. In the three cases mentioned above, Night Guard are allowed the same scale of pay as Peons. No information is available whether these Night Guards have other duties to perform or why they have been allowed a regular scale of pay.

The following revised scales or rates are recommended :

Clerk-cum-Typist. .. Rs. 250-5-300-10-350
inclusive of
dearness allowance;

Peon. Rs. 150-2-170-3-200-4-220
inclusive of dearness
allowance.

Night Guards who are
on a regular scale
of pay. Same as Peons.

Other Night Guards. .. Rs. 75/- (fixed);

Sweepers. Rs. 30/- (fixed);

Funkha Pullers. Rs. 75/- (fixed).

NAME OF THE DEPARTMENT - PANCHAYAT - 355 ANCHALIK PARISHADS :

Name of the posts.	No. of posts	Scale of pay.	Method of recruitment and qualifications.	Duties and responsibilities.	Remarks.
Clerk-cum-Typist.	355	Rs. 125-3-140-4-200	Direct recruitment through selection. School final plus knowledge of typewriting.	Typing, issue, receipt of Anchalik Parishads letters and all other files and records relating to Anchalik Parishad.	Each Anchalik Parishad has got one post of Clerk-Typist and one post of Peon.
Peon.	355	Rs. 60-1/2-65-1-75	- do - Ability to read and write.		
Night Guard (Puthar-pratima, Chandra Ghosh, Amta A.P.).	3	- do -	- do -		
Night Guard (Arambagh Anchalik Parishad).	1	Rs. 40/- (fixed).	- do -		
Night Guard (Tufangunj A. P.).	1	Rs. 60/- (fixed).	- do -		
Sweeper (Moyna & Panshkura II A. P.).	2	Rs. 10/- (fixed).	- do -		
Punkha Fuller (Harish Chandrapur A. P.).	1	Rs. 20/- (fixed).	- do -		
Punkha Fuller (Basanti A. P.).	1	Rs. 15/- (fixed).	Direct recruitment through selection.		
Punkha Fuller (Mpya A. P.).	1	Rs. 60/- (fixed).	- do -		



Chapter - XI.Zillah Parishad :

A consolidated statement of the different categories of posts and the scales of pay attached thereto together with a comparative statement of the rates of dearness allowance admissible to such staff and to Government employees is annexed. It appears that the rates of pay vary considerably for almost every category of post. There are six scales of pay for Assistant Engineers, 15 for Sub-Assistant Engineers, Overseers, Sub-Overseers and others, 16 for Medical Officer, 11 for Compounders and a large variety of scales for clerical posts. Peons, Orderlies and Employees of similar ranks are either on regular scales of pay or on fixed rates of pay, the total number of such scales and rates being 28. The establishments being of the same type and having the same nature of work, there should be a uniform rate of pay for each category of employees.

As regards dearness allowance, it is curious that the rates are higher than the rates admissible to Government employees. It is difficult to understand why this is so.

Except for posts of Medical Officers, Engineers, Sub-Assistant Engineers and other Technical posts, the other posts should be of the same pattern as posts in district offices. The categories of posts and the scales of pay attached to them should also be the same as in district offices. As regards Medical Officers, Engineers, Sub-Assistant Engineers and other Technical posts, the scales of pay should be the same as the scales of pay of such employees under the Government. These are isolated posts and the incumbents have no scope of promotion. Further Zilla Parishads have no opportunity of changing these officers by periodical transfers and have to depend exclusively on them for the entire period of their service whether they are good, bad or indifferent. This is not a very happy state of affairs. It is suggested that some system should be devised whereby there may be interchange of officers among the different Zilla Parishads. There is another alternative which may be considered. Such officers may be included in the Cadres of State Services and may be deputed to work under Zilla Parishads. The tenure of officers on deputation may be fixed by the Government.

Keeping in view the principle that the pattern of posts and the scales of pay should be similar to the pattern and the

scales of pay in Government Establishments, the following revised scales are recommended

1) District Engineers and Assistant Engineers -

Those who hold Engineering Degree should be allowed the same scale of pay as Assistant Engineers under the Government. Those who do not hold such Degrees should be allowed the revised scale recommended for Sub-Assistant Engineers. Posts of District Engineers and Assistant Engineers on fixed pay should be converted into posts with a regular scale of pay.

2) Sub-Assistant Engineers: Overseers: Sub-Overseers: Sectional Officers: Estimators: Assistant Estimators: Draftsman: Surveyors: Tracers: Assistant Surveyors: and Second Assistant Draftsman -

<u>Existing :</u>	<u>Revised :</u>
Rs. 200 - 400	- Rs.350-10-450-15-600
Rs. 165 - 365	
Rs. 200 - 350	
Rs. 175 - 325	
Rs. 140 - 290	
Rs. 150 - 300	
Rs. 175 - 295	
Rs. 175 - 210	- Rs.350-10-410-15-500
Rs. 160 - 250	
Rs. 150 - 250	
Rs. 130 - 200	- Rs. 300 - 10 - 450
Rs. 125 - 200	
Rs. 110 - 200	
Rs. 100 - 140	- Rs. 225 - 5 - 325
Rs. 65 - 105	

These revised scales are recommended for present incumbents of the posts having regard to their existing total emoluments. In future, however, the scales of pay should be the same as the scales of pay recommended for similar categories of employees with similar qualifications in the Public Works Department as there is no justification for allowing higher scales of pay to employees of Zilla Parishads.

3) Work Assistant: Road Sarkars and Work Sarkars -

There are three scales of pay and one fixed rate of pay. The revised scale recommended for all these is Rs.225 - 5 - 325. In this case also the revised scale will be admissible to present incumbents of the posts. In future, the scale of pay

should be the same as the scales of pay admissible to similar categories of employees in the Public Works Department.

4) Drivers -

The existing scales may be revised as indicated below :

<u>Existing :</u>	<u>Revised :</u>
Rs. 140 - 200	Rs. 300 - 10 - 450
Rs. 125 - 175 )	.. .. Rs. 250-5-300-10-350
Rs. 110 - 170)	
Rs. 100 - 140 )	.. .. Rs. 225 - 5 - 325
Rs. 75 - 115)	
Rs. 85 - 105 )	.. .. Rs. 200-4-240-5-250
Rs. 80 - 105)	
Rs. 55 - 90)	

The revised scale will be admissible to present incumbents of the posts. In future, the scales of pay should be the same as admissible to drivers in Government offices.

5) Roller Mistry : Tubewell Mistry: Tubewell Expert and Plumbers -

The existing scales may be revised as follows :

Rs. 110 - 170	Rs. 250-5-300-10-350
Rs. 100 - 140	Rs. 225 - 5 - 325
Rs. 65 - 105 )	.. .. Rs. 200-4-240-5-250
Rs. 80 - 105)	

6) Medical Officers -

There are 15 scales of pay and one post on a fixed rate of pay. It is recommended that Medical Graduates should be allowed the revised scale recommended for Basic Grade Medical Officers and Licentiates should be allowed the revised scale recommended for Licentiates in the Health Department of Government.

7) Kavirajas and Ayyurvedic Medical Officers -

The revised scale recommended is Rs. 250-5-300-10-350.

8) Compounders : Pharmacists : Dressers and Leprosy Assistants -

Those who are qualified Pharmacists should be allowed the revised scale recommended for Pharmacists of the lowest grade in the Health Department of Government. As regards the others the following revised scales are recommended :

<u>Existing :</u>		<u>Revised :</u>	
Rs. 50 - 100	}	...	Rs.200-4-240-5-250
Rs. 75 - 87			
Rs. 85 - 100			
Rs. 125 - 200	}	...	The same revised scale as has been recommended for qualified Compounders.
Rs. 120 - 190			

All Other Scales of Pay. ... Rs. 225 - 5 - 325

In this case also the revised scales will be admissible to present incumbents of the posts. In future the scales of pay should be fixed according to qualifications and the scales of pay admissible to similar staff in the Health Department of Government.

Nurse and Assistant Nurse -

The revised scale recommended is Rs.250-5-300-10-350.

Midwife -

The revised scale recommended is Rs.150-2-170-3-200-4-220 with higher initial start at Rs.170/-.

Assistant Secretary -

The revised scale recommended is Rs.450-15-600-25-825.

Office Superintendents and Office Superintendent-cum-Accountants -

The revised scale recommended is Rs.525-20-625-25-700.

Personal Assistant and Confidential Assistant to the Executive Officer -

The revised scale recommended is Rs.350-10-450-15-600.

Head Clerks: Head Assistant and Accountants -

The revised scale recommended is Rs.450 - 15 - 600.

Assistant Accountants: Upper Division Clerks: Cashiers: Nazirs: Higher Grade Assistants: Senior Grade Office Assistants and all other Clerks of various descriptions who are on the scale of pay of Rs. 200 - 300 -

The revised scale recommended is Rs.350-10-410-15-500.

Supervisors : Lower Division Clerks : Steno-Typists : Typists : Record Keepers -

All Clerks of different descriptions on the scale of pay of Rs.125 - 200, Rs.110 - 200 and Rs.90 - 165 and Store Keepers. The revised scale recommended is Rs.250-5-300-10-350 with a special pay of Rs.25/- for Steno-Typists.

Stenographers -

The same revised scale as has been recommended for Basic Grade Stenographers in Government offices.

Mohorriars : Paper Shifters: Inkmen : Cash Sarkars:
Cash Mohorriars : Record Suppliers and Duplicating
Machine Operators -

The revised scale recommended is Rs.200-4-240-5-250.

Telephone Operators -

The same revised scale as has been recommended for Basic Grade Telephone Operators in Government offices.

Head Compositors : Compositors : Compositor-in-Charge
and Electricians -

The revised scale recommended is Rs.250-5-300-10-350.

Inspectors of Pounds and Ferries and Inspectors of
Ferries -

The revised scale recommended is Rs.350-10-410-15-500.

Weaving Teachers and Tol Adhyapakas -

The revised scale recommended is Rs.250-5-300-10-350.

Duftries:Peons : Malis and other Categories of Class IV
Staff -

The revised scale recommended is Rs.150-2-170-3-200-4-220 with higher initial start at Rs.170/- for Duftries.

Mechanicsmen -

The revised scales recommended are indicated below :

Rs. 125 - 200	...	Rs.250-5-300-10-350
Rs. 80 - 130	}	...
Rs. 65 - 85		
		Rs. 225 - 5 - 325

In case the total emoluments of the present incumbents of any of the different categories of posts mentioned above exceed the maximum of the revised scales recommended, the difference may be paid to them as personal pay or they may be allowed the next higher of the revised scales recommended for the same category of that particular post.

It is recommended that the pattern of clerical posts in all Zilla Parishads should be the same as the pattern in District offices, namely, -

Office Superintendent;
Head Clerks;
Upper Division Clerks;
Lower Division Clerks.

Abstract of Posts with Scales of Pay
under the Zilla Parishads.

<u>Name of the Posts.</u>	<u>Scales of Pay.</u>	<u>No. of posts</u>	<u>Remarks.</u>
District Engineer.	i) *Rs.200-10-400	1	*Special pay of Rs.100/-
	ii) Rs.750-60-1350	2	
	iii) Rs.700-50-750-60-1350	2	
	iv) Rs.350/-(fixed).	1	
	v) Rs.325-30-475-35-1000	7	
	vi) Rs.415-50-475-35-1000	1	
Assistant Engineer.	k) Rs.325-30-475-25-1000	1	
	ii) Rs.300/-(fixed).	1	
Sub-Assistant Engineer/Overseer/	i) Rs.200 - 10 - 400	27	
Sub-Overseer/Sectional Officer/Estimator/	ii) Rs.175-7-245-8-325	33	
Draftsman/Surveyor/	iii) Rs.125-3-140-4-200	33	
Tracer/Assistant Surveyor/2nd Asstt. Draftsman.	iv) Rs.150 - 5 - 250	6	
	v) Rs.160-10-210-10-250	7	
	vi) Rs.130-5-150-10-200	1	
	vii) Rs.110-5-175-5-200	2	
	viii) Rs.165 - 10 - 365	4	
	ix) Rs.140-7-210-8-290	2	
	x) Rs.65-3-101-4-105 (Surveyor)	5	
	xi) Rs.100-3-136-4-140 (**Asstt. Estimator & Tracer & Asstt. Surveyor.	5	** Personal pay of Rs.27.50 for one post only.
	xii) Rs.150-7-220-8-300	6	
	xiii) Rs.200 - 10 - 350	3	
	xiv) Rs.175-6-235-10-295	2	
	xv) *Rs.175-10-290(***)	1	*** Special pay of Rs.50/-
Work Assistant/ Road Sarkar/ Work Sarkar.	i) Rs.125/-(fixed)	5	
	ii) Rs.100-3-136-4-140	57	
	iii) Rs.65-3-101-4-105 (Road Sarkar)	11	
	iv) Rs.75-5-125-5-140 (Road Sarkar)	6	
Jeep Driver/ Roller Driver/ Driver.	i) Rs.100-3-136-4-140	12	
	ii) Rs.85 - 2 - 105	1	
	iii) Rs.125 - 5 - 175	1	
	iv) Rs.80-1-35-2-105	1	
	v) Rs.110 - 4 - 170	4	
	vi) Rs.140 - 5 - 200	1	
	vii) Rs.75-3-102-4-115	1	
	viii) Rs.55-2-75-3-90	1	
Roller Mistry/ Tubewell Mistry/ Tubewell Expert/ Plumber.	i) Rs.100-3-136-4-140	22	
	ii) Rs.110 - 4 - 170	5	
	iii) Rs.65-1-65-2-105	1	
	iv) Rs.80-1-85-2-105	3	

(1)	(2)	(3)
Medical Officer.	i) Rs.225-10-325-15-475	3
	ii) Rs.200 - 10 - 400	72
	iii) Rs.150 - 5 - 250	16
	iv) Rs.250-10-310-15-400	2
	v) Rs.200 - 10 - 300	36
	vi) Rs.225-10-325-15-400	2
	vii) Rs.175-7-182-8-350	8
	viii) Rs.125-3-140-4-200	4
	ix) Rs.165 - 10 - 365	5
	x) Rs.110 - 10 - 310	5
	xi) Rs.300 - 25 - 600	1
	xii) (Medical Supdt.)	
	xiii) Rs.125 - 5 - 225	14
	xiv) Rs.125 - 5 - 175	20
	xv) Rs.105 - 5 - 150	2
	xvi) Rs.120 - 5 - 170	8
	xvii) Rs.90/- (fixed).	1
Kaviraj/Medical Officer(Ayurvedic)	Rs.100-3-136-4-140 -5-175	19
Compounder/ Pharmacist/ Leprosy Asstt.	i) Rs.125-3-140-4-200	25
	ii) Rs.100-3-136-4-140	33
	iii) Rs.50 - 2 - 100	11
	iv) Rs.90 - 3 - 150	7
	v) Rs.120 - 5 - 190	17
	vi) Rs. 65-5-100-5-125	20
	vii) Rs. 90-3-105-4-165	5
	viii) Rs. 90-2-124-4-140	35
	ix) Rs.85 - 5 - 100	6
	x) Rs. 75 - 3 - 87	10
	xi) Rs.100-3-136-4-140	3
Nurse.	Rs.125-3-128-4-140	1
Assistant Nurse.	Rs. 65-3-87-4-140	1
Midwife.	Rs. 60 - 2 - 90	1
Office Superintendent.	i) Rs.300-20-400-25-450	1
	ii) Rs.300 - 20 - 400	1
	iii) Rs.200 - 10 - 300	1
	plus special pay of Rs.50/-.	
Office Superintendent -cum-Accountant.	Rs.300-20-400-25-450	1
Personal Assistant.	Rs.200 - 10 - 300 plus special pay of Rs.50/-.	1
Assistant Secretary.	Rs.225-10-335-15-500	1
Confidential Assistant to Executive Officer.	Rs. 200 - 10. - 300	1

(1)	(2)	(3)	(4)
Supervisor.	Rs.125-3-140-4-200	1	
Head Clerk and Accountant.	i) Rs.225-10-325-15-400	1	
	ii) Rs.200 - 10 - 300	1	
	iii) Rs.225-10-325-15-475	1	
	iv) Rs.250 - 15 - 400	2	
	v) Rs.280-20-440-10-450	1	
	vi) Rs.205 - 15 - 355	1	
	vii) Rs.225-10-305-15-350	1	
Head Assistant.	Rs. 250 - 15 - 400	2	
Head Clerk.	Rs. 200 - 10 - 300 plus special pay of Rs.10/-	1	
Head Assistant.	Rs. 200 - 10 - 300 plus special pay of Rs.20/-.	2	
Head Assistant.	Rs. 200 - 10 - 300	1	
Head Clerk.	Rs.125-3-140-4-200	1	
Head Clerk.	Rs. 200 - 10 - 300 plus special pay of Rs.50/-.	1	
Head Clerk.	Rs. 215 - 15 - 365	1	
Head Clerk.	Rs. 200 - 10 - 300 plus special pay of Rs.30/-.	1	
Head Clerk.	Rs.100-5-150-EB-5-155 -6-167-8-175 plus special pay of Rs.36/-.	1	
Accountant.	i) Rs.250 - 15 - 400	2	
	ii) *Rs. 200 - 10 - 300	8	* Special pay
	iii) Rs.250-10-300-10-350	1	of Rs.20/- &
	iv) Rs.210 - 15 - 360	1	Rs.10/- for
	v) Rs.200-10-300-15-450	1	one post in
	vi) Rs.175-5-200-10-350	1	each case.
Assistant Accountant.	i) Rs.250 - 15 - 355	1	
	ii) Rs.225-10-305-15-350	1	
	iii) Rs.200 - 10 - 300	3	
	iv) Rs.125-3-140-4-200	2	
	v) Rs.200/- (fixed).	1	
Cashier.	Rs. 200 - 10 - 300	1	
Nazir.	Rs.125-3-140-4-200 plus personal pay of Rs 50/-.	1	

(1)	(2)	(3)	(4)
Cash Mohorrir.	Rs. 90 - 2 - 120	2	
Cash Sarkar.	Rs. 90 - 1 - 105	1	
2nd Clerk: Meeting Clerk: Reference Clerk: Record Keeper: Senior Grade Assistant: Upper Grade Clerk: Upper Division Assistant: Upper Division Clerk: Receipt Clerk: Deposit & Advance Clerk: Provident Fund and Education Clerk: Diarist: Correspondence Clerk: Accounts Clerk. - Rs.200 - 10 - 300		45	

Office Assistant:
3rd and Accounts Clerk:
Typist+Clerk: (*)Lower
Division Clerk: Junior ,
Grade Assistant: Clerk:
Clerk(Nepali knowing):
Lower Division Asstt.:
Education & Medical
Clerk: 2nd Reference
Clerk : Issue and
Despatch Clerk:
Accounts Clerk: Lower
Grade Clerk: Relief
Clerk: Despatcher:
General Assistant.

(*)Special pay
of Rs.25/-
for one post
only.



- Rs.125-3-140-4-200 100

Upper Division
Clerk. - Rs.150-7 $\frac{1}{2}$ -195-7 $\frac{1}{2}$ -
225 4

Lower Division Clerk. - Rs.110-5-175-5-200 23

Higher Grade Assistant.- Rs.165 - 10 - 265 9

Lower Grade Assistant. - Rs.90-3-105-4-165 8

Senior Grade Office
Assistant. - Rs.175-5-200-10-300 5

Typist:
Steno-Typist(*)
Steno. Rs.125-3-140-4-200 13 (*)Special pay
of Rs.10/-
each.

Steno-Typist. Rs.175-7-245-8-325 4

Record Keeper. Rs.90-3-120-5-165 3

Duftry-cum-Record
Supplier. Rs. 90 - 2 - 120 1

*Duplicating
Operator. Rs. 65 - 1 - 85 1 * Personal pay
of Rs.11/-.

(1)	(2)	(3)	(4)
Record Supplier	i) Rs.75-1-90-2-100	1	
	ii) Rs.70-1-80-2-100	2	
Duftry.	i) Rs.85 - 2 - 115	2	
	ii) 60-1/2-65-1-75	4	
	iii) Rs.65 - 1 - 85**	6	**Special pay
	iv) Rs. 60 - 1 - 80	1	of Rs.10/-
	v) Rs. 50 - 1 - 75	2	for one post
	vi) Rs. 45-1/2-50-1-60	2	only.
	vii) Rs. 60-1-70-2-80***	1	***Special pay
	viii) Rs. 65 - 1 - 75	1	of Rs.10/-
Peons/Orderly/	i) Rs. 60 - 1/2 - 65-1-75	196	
Peons/Sweeper/	ii) Rs. 20. - 1 - 45	24	
Night Guard/	iii) Rs. 60 - 1 - 75	73	*Personal Pay
General Luty	iv) Rs. 40 - 1 - 50	2	of Rs.15/-for
Attendant/Bearer/	v) Rs.45 - 1 - 60	39	one post only.
Chowkidar/Mali/	vi) Rs. 50 - 1 - 75	1	
Chainman/Khansama	vii) Rs. 45-1/2-50-1-60	45	
/Cleaner/	viii) Rs. 50 - 1 - 70	40	
Dispensary	ix) Rs. 4 - 1 - 10	24	
Attendant.	x) Rs. 25-1-30-2-50	37	
	xi) Rs. 60-1-70-2-80	1	
	xii) Rs. 20/- (fixed).	68	
	xiii) Rs. 70/- (fixed)	1	
	xiv) Rs. 50/- (fixed).	49	
	xv) Rs. 40/- (fixed)	27	
	xvi) Rs. 25/- (fixed).	21	
	xvii) Rs. 22/- (fixed).	1	
	xviii) Rs. 35/- (fixed).	27	
	xix) Rs. 15/- (fixed).	11	
	xx) Rs. 45/- (fixed).	12	
	xxi) Rs. 42/- (fixed).	1	
	xxii) Rs. 26/- (fixed).	4	
	xxiii) Rs. 10/- (fixed).	1	
	xxiv) Rs. 55/- (fixed).	1	
	xxv) Rs. 30/- (fixed).	4	
	xxvi) Rs. 8/- (fixed).	10	
	xxvii) Rs. 70 - 1 - 85	2	
	xxviii) Rs. 65 - 1 - 80	43	

(1)	(2)	(3)
Arboriculture Mali.	Rs. 30 - 1 - 65	2
Weaving Teacher..	Rs.100-3-136-4-140	1
Head Compositor.	Rs.125-3-140-4-200	1
Compositor.	i) Rs. 90 - 3 - 150	2
	ii) Rs. 100-3-136-4-140	2
Compositor-in-Charge.	Rs.100-3-115-4-175	1
Machineman.	i) Rs. 65 - 1 - 85	1
	ii) Rs. 80-2-100-3-130	1
	iii) Rs.125-3-140-4-200	1
Paper Shifter.	Rs. 80 - 2 - 100	1
Inkman.	Rs. 75 - 2 - 95	1
Tol Adhyanak.	Rs. 75 - 5 - 150	1
Store Keeper.	i) Rs. 110 - 4 - 170	1
	ii) Rs. 90-2-124-4-140	2
Mohorrrir.	Rs.100-3-118-4-150	1
Inspector of Pound and Ferries.	Rs.175-7-245-8-325	1
Inspector of Ferries.	Rs. 200 - 10 - 300	1
Electrician.	Rs. 80-3-110-4-150	1
Telephone Operator.	Rs. 90-3-120-5-165	1

Comparitive Statement of Dearness Allowance
admissible to Government employees and Zilla
Parishad Employees.

<u>Group.</u>	<u>Dearness Allowance</u> <u>to Government</u> <u>Employees.</u>	<u>Dearness Allowance</u> <u>to Zilla Parishad</u> <u>Employees.</u>
Upto Rs. 50/- ...	Rs. 71/- ...	Rs. 100/-
Rs. 51 - 100/- ...	Rs. 71/- ...	Rs. 111/-
Rs. 101 - 109/- ...	Rs. 71/- ...	Rs. 118/-
Rs. 110 - 149/- ...	Rs. 98/- ...	Rs. 143/-
Rs. 150/- ...	Rs. 122/- ...	Rs. 167/-
Rs. 151 - 200/- ...	Rs. 122/- ...	Rs. 172/-
Rs. 201 - 209/- ...	Rs. 122/- ...	Rs. 177/-
Rs. 210 - 250/- ...	Rs. 146/- ...	Rs. 201/-
Rs. 251 - 300/- ...	Rs. 146/- ...	Rs. 206/-
Rs. 301 - 399/- ...	Rs. 146/- ...	Rs. 216/-
Rs. 400 - 449/- ...	Rs. 160/- ...	Rs. 160/- plus 17% of pay.
Rs. 450 - 499/- ...	Rs. 164/- ...	Rs. 164/- plus 17% of pay.
Rs. 500 - 542/- ...	Amount by which .. pay falls short of Rs. 663/-	Amount by which pay falls short of Rs. 663/- plus 17% of pay.
Rs. 543 - 999/- ...	Rs. 120/- ...	Rs. 120/- plus 17% of pay.
Rs. 1000 - 1018/- ..	Amount by which .. pay falls short of Rs. 1,119/-.	Amount by which pay falls short of Rs. 1,119/- plus 17% of pay.
Rs. 1019 - 2250/- ..	Rs. 100/- ...	17% of pay upto a maximum of Rs. 263/- plus Rs. 100/- per month.

Note recorded by Sarbashri K. G. Bose, Kapil Bhattacharyya
D. L. Sen Gupta, Dr. M. M.
Chakraborty and Dr. S. N. Sen.

P A R T - V.

NON GOVERNMENT EMPLOYEES :

Chapter - I

General Observations -

Broadly speaking, the posts attached to the Non-Government Institutions and Establishments referred to in this Chapter are the same or similar to posts in Government Institutions and Establishments. The duties of School Teachers, Polytechnic Staff, Training Institution Staff, Technical Staff Clerical and other staff and also that of Class IV Staff are the same irrespective of whether the Institutions or Establishments employing them are under the rule making control of the State Government or not. We are of the opinion that there is no question of adopting a new approach to the problem in recommending "a corresponding structure of pay scales" for Non-Government employees. The standards for judging the reasonableness of the emoluments of Government employees should in our opinion be the same. These Non-Government Institutions and Establishments also serve the interest of the general public as that of the Government Institutions. The responsibilities of these Institutions towards a Welfare State are the same or similar as those of Government Institutions. It is also the responsibility of the Welfare State according to the directive principles of the State policy enjoined by the Constitution to protect the interest of the general public in subjects like education. As such we are of the opinion that the scale of pay recommended for the Government employees of the same or similar categories should also be extended to the Non-Government employees under reference.

In regard to the question of resources we agree with the observations made by Sri Hajara that the quantum of financial assistance given by the Government is thus neither fixed nor uniform. In the circumstances, it is not possible for the Commission to make an estimate of the extent of the additional burden which the State Government may have to bear for giving effect to the revised scales. We are also of the opinion that

these Institutions and Establishments must make every effort to improve their resources.

In trying to improve their resources, however, these Non-Government Institutions must ensure that the burden of the taxes or levies they propose to impose does not hit the weaker section of the community and it shall also be in conformity with the overall policies of the State Government whose concurrence would be necessary. All these Non-Government Institutions and Establishments should try to give effect to these revised scales as soon as possible and give interim relief pending the introduction of the revised scales.

At present there is a difference in the pay scales of Teachers and Non-Teaching staff in Government Institutions and Non-Government Institutions. We agree with Sri Hajara that where the duties are exactly similar such difference is bound to lead to serious discontentment and also to affect the quality of Teachers and Non-Teaching staff recruited and the standard of teaching. In the matter of education to ensure recruitment of duly qualified persons for the same kind of work, equal treatment in respect of their emoluments and other conditions of service should be guaranteed. We, therefore, recommend that every attempt should be made to implement the revised scales of pay recommended at the earliest possible opportunity for the Teaching Institutions.

If uniform scales of pay are to be introduced in Non-Government Institutions and Establishments, the following conditions should be fulfilled by Non-Government Institutions and Establishments, namely :

"In Schools and other Teaching Institutions and Establishments qualifications of Teachers and Non-Teaching staff should be same as the qualifications prescribed for Teaching and Non-Teaching staff of Government Schools and Institutions. There should also be a uniform method of recruitment as in the case of Government Schools, Institutions and Establishments. In the matter of other conditions of service, these should be in conformity with the conditions existing for the employees of similar categories in Government Institutions and Establishments".

In trying to improve the educational system it is felt that apart from the improvement of salary scales the pattern of Administration and control of education should be improved by reducing the effect of bureaucratic practices which obtain at present. The experience of working boards such as Board of Secondary Education shows that the freedom and the speed of action of Statutory Authorities are in many cases impeded by the slow moving bureaucratic machinery in the Government offices. It is desirable, therefore, to set up appropriate Statutory Authorities with adequate representative of interests concerned who shall control the administration of education at all levels, Primary, Secondary and Polytechnic, etc., within the overall framework of the educational policies of the Government whose role should be supervision and co-ordination. It is strongly felt also that so far the management of education by Private Bodies has resulted in corruption and malpractices in many cases which must be stopped and education should be in-charge of Public Bodies like those mentioned earlier which only can ensure the proper functioning of this crucial sector of national life as an instrument of social transformation and for the attainment of our national objectives.

Although the Commission has been asked to recommend structures of pay scales only and not about other terms of service benefits, namely, (superannuation benefits, etc.), the Commission would strongly recommend the same benefits as has been recommended for Government servants of same or similar categories in respect of condition of service, leave, gratuity, pension, allowances, amenities and facilities.

The revised scales of pay recommended are all inclusive of dearness allowance.

For purposes of re-fixation of pay in the revised scales recommended the total amount of existing pay and dearness allowance should be taken into consideration and pay should be refixed at that stage of the revised scale which corresponds to such amount and if there be no corresponding stage then pay should be fixed at the next higher stage of the revised scale.

Chapter - II.

Section I.

Primary Schools :

In the case of Teachers in Primary Schools under the control of the State Government, we have recommended only two scales of pay, namely, Rs.300 - 10 - 500 for Head Masters and (ii) Rs.250-5-300-7½-375-10-425 for Assistant Teachers. We consider that the Teachers in no case should be allowed a pay scale lower than that of Lower Division Clerks. There may be some Teachers who are not Matriculate. But the fact should not be overlooked that they have been in this teaching profession for more than ten years and they have gained sufficient experience and a large number of them have also received training. Authorities concerned should take all possible steps to impart training to Teachers of this category who are not yet trained and for future recruitment it should be ensured that the minimum qualification rule is strictly followed.

We, therefore, propose only two pay scales and recommend advance increments for higher qualification and training :

- (1) Graduate Teachers and Head Teachers. .. Rs.300 - 10 - 500
- (2) Other Teachers. .. Rs.250-5-300-7½-375-10-425.

Head Teachers, if he is also a Graduate, may be allowed an Administrative Allowance of Rs.15/- per month as a Graduate Teacher will already be in the scale of Rs.300-10-500. In the case of other Teachers while holding the charge of Head Teachers they will be entitled to higher scale, as such no Administrative Allowance is recommended for them.

In the case of all other Teachers we have recommended only one scale of pay. But in recognition of professional qualification attained by any of them, advance increment in the scale is recommended.

Chapter - II.

Section - II.

Pre-Basic Schools and Junior Basic Schools :

Teachers of all these Schools are holders of School Final Certificate and Junior Basic Training or Nursery Training Certificates. There is also similar posts, namely, "Cottage Mother" in the Social Welfare Department. We, therefore, recommend same or similar scales of pay as for those in the Government services.

The revised scales of pay recommended are as follows:

- | | | |
|--|----|----------------------------|
| (1) Head Teachers and Graduate Teachers. | .. | Rs.300 - 10 500 |
| (2) Other Teachers. | .. | Rs.250-5-300-7½-375-10-425 |
| (3) Matron and School Mother. | .. | Rs.175-3-220-5-250 |
| (4) Class IV Staff. | .. | Rs.160-2-180-3-210-5-230 |

सत्यमेव जयते

Chapter - II.

Section - III

Senior Basic Schools : Two Class Junior Higher Schools:
Four Class Junior High Schools and Four Class Junior
Madrasahs -

While agreeing with the introductory observations made by Shri Hajara, we recommend the following revised scales for all the above named Institutions except the Senior Basic Schools -

- | | |
|---|------------------------------|
| (1) Head Masters holding Masters' Degree or an Honours Degree and a Training Diploma. | - Rs.450-15-600-EB-25-22 |
| (2) Graduate Teachers with Training. | - Rs.350-10-450-15-600 |
| (3) Under-Graduate Teachers. | - Rs.250-5-300-7½-375-10-425 |
| (4) Part-time Craft Teachers. | - Rs.125/- (fixed) |
| (5) Clerks. | - Rs.250-5-300-7½-375-10-425 |
| (6) Class IV Staff. | - Rs.160-2-180-3-210-5-230 |

The revised scales of pay recommended are all inclusive of dearness allowance. The Head Master having been allowed higher scale of pay should not be paid any special pay.

As regards Senior Basic Schools, the scales of pay recommended for Eleven Class Higher Secondary Schools for same or similar posts should apply.

Chapter - II.

Section - IV.

Senior Madrasa :

While agree with the introductory observations made by Shri Hajara, we recommend the following revised scales of pay -

- (1) Principals
and Teachers. - Rs.450-15-600-EB-25-825
- (2) Clerks. - Rs.250-5-300-7 $\frac{1}{2}$ -375-10-425
- (3) Other staff
on the scale
of Rs.60 - 75. - Rs.160-2-180-3-210-5-230



Chapter - II.

Section - V

Ten Class High Schools: Ten Class High Madrasahs
Eleven Class Higher Secondary Schools and Eleven
Class Higher Madrasahs -

While agreeing with the introductory observations made by Sri Hajara, we recommend the following revised scales of pay -

- (1) Head Masters. - Rs.475-25-600-35-950-EB-50-1200
- (2) Assistant Head Masters and Assistant Teachers (Graduate). - Rs.450-15-600-EB-25-825
- (3) Under Graduate Teachers including Trained Art and Craft Teachers. - Rs.350-10-450-15-600
- (4) Untrained Art and Craft Teachers, Workshop Instructors who do not hold any Training Certificate or Diploma or who have no Technical Training. - Rs.250-5-300-7½-375-10-425
- (5) Clerical Staff. - Rs.250-5-300-7½-375-10-425
- (6) Class IV Staff. - Rs.160-2-180-3-210-5-230

Head Masters having been allowed a higher scale of pay the special pay be discontinued.

Assistant Head Masters and Assistant Teachers having been allowed the same scale of pay, we recommend that the Assistant Head Masters be allowed an Administrative Pay of Rs.50/- per month.

As regards Graduate Teachers, as in the case of such Teachers in Government Schools, those who have or who acquire an Honours' Degree or a Post Graduate Degree and a Training Degree or Diplomamay be given two advance increments as personal pay and those who acquire an Honours' Degree or a Post Graduate Degree and a Training Degree or Diploma may be allowed one advance increment as personal pay.

Chapter - II:
Section VI.

Deaf and Dumb School :

We agree with the introductory observations made by Sri Hajara. We also reiterate here the observations made by us while dealing with the same or similar Institutions under the control of the State Government in the Relief & Social Welfare Department that the Teachers attached to such Institutions are to deal with abnormal students and, therefore, they are to be given special consideration while fixing their scales of pay.

We recommend the following revised scales of pay :

- 1) Principal. - Rs.475-25-600-35-950-EB-50-1200
Since a higher scale of pay has been recommended, the special pay be discontinued.
- 2) Heads of Boys' and Girls' Sections and all other Teachers, Graduates and above including Graduate Superintendents of the Hostel and the Workshop. - Rs.450-15-600-EB-25-825

The Heads of Boys' and Girls' Sections may be allowed an Administrative Pay of Rs.50/- per month as that of the Assistant Head Masters in the Higher Secondary Schools. As regards the Graduate Teachers as in the case of such Teachers in Government Schools, those who have or who acquire an Honours' Degree or a Post-Graduate Degree and a Training Degree or a Diploma may be given two advance increments as personal pay and those who acquire an Honours' Degree or a Post Graduate Degree and Training Degree or Diploma may be allowed one advance increment as personal pay.

- 3) Under Graduate Teachers and Trained Art and Craft Teachers. - Rs.350-10-450-15-600
- 4) Un-trained Craft Instructor: Supervisor, Boys' Hostel: Matron, Girls' Hostel: Clerks. - Rs.250-5-300-7½-375-10-425
- 5) Head Clerk & Accountant. - Rs.375-10-475-15-550
- 6) Driver. - Rs.200-5-280-7-350
- 7) Cook: Servant: Sweeper: Cleaner & Class IV Staff. - Rs.160-2-180-3-210-5-230

The Head Bearer may be allowed a higher initial start at Rs.170/- in the revised scale recommended by us for Class IV Staff.

Chapter - III.

Training Institutions for Primary Teachers

While agreeing with the introductory observations made by Sri Hajara, we recommend the following revised scales of pay -

- (1) Principal or Head
Master/Head
Mistress and
Graduate Teachers. - Rs.450-15-600-EB-25-825
- (2) Under Graduate
Teachers. - Rs.350-10-450-15-600
- (3) Clerical Staff. - Rs.250-5-300-7 $\frac{1}{2}$ -375-
10-425
- (4) Class IV Staff. - Rs.160-2-180-3-210-5-
230

The remuneration of Part-time Lecturers may be increased to Rs.100/- per month.

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CHAPTER - IV.Panchayat Training Centres :

We agree with the observations made by Sri Hajara that the recommendations regarding the staff of such Institutions have already been made along with the recommendations in respect of different categories of employees under the administrative control of Panchayat Department of Government.



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Chapter - V.

Section I:

Libraries -

While agreeing with the introductory observations made by Sri Hajara, we recommend the following revised scales -

- (1) Librarians possessing Master's Degree or an Honours' Degree together with Diploma in Librarianship. - Rs.450-15-600-EB-25-825
- (2) Librarians possessing a Degree together with Diploma in Librarianship. - Rs.350-10-450-15-600
- (3) Librarians who are Under Graduates, Library Assistants who have passed the Matriculation or School Final Examination and have had Librarianship Training or possess Librarianship Certificates. - Rs.250-5-300-7 $\frac{1}{2}$ -375-10-425
- (4) Other Library Attendants at present on the scale of Rs.80 - 105. - Rs.175-3-220-5-250
- (5) Motor Car Drivers. - Rs.200-5-280-7-350
- (6) Class IV Staff. - Rs.160-2-180-3-210-5-230

Chapter - V.Section II.Asiatic Society -

While agreeing with the introductory observations made by Sri Hajara we make the following recommendations regarding scales of pay -

1) Librarian: Deputy Librarian and Assistant Librarian -

The revised scales should be the same as the revised scales recommended by us for similar staff with similar qualifications in the State Central Library and College Libraries.

2) Superintendents -

We recommend the revised scale of Rs.450-15-600-EB-25-825.

3) Assistant Accountant: Cashier and Publication Assistant -

Rs. 350 - 10 - 450 - 15 - 600.

4) Stenographer and Senior Technical Assistant -

We agree with Sri Hajara that the Stenographer may be allowed the revised scale recommended by us for the Stenographers in Basic Grade in Government office.

The Senior Technical Assistant may be allowed the same revised scale as has been recommended by us for the Assistant Accountant, Cashier and Publication Assistant.

5) Junior Assistant: Typist and Junior Technical Assistant -

Rs. 250-5-300-7 $\frac{1}{2}$ -375-10-425.

6) Liftman -

Although the Liftman is not attached to the Library but he has to carry the Library staff and also the Readers who come to the Library. He should be attached to the Library Section and we recommend the revised scale of Rs.160-2-180-3-210-5-230.

7) Jamadar: Library Attendant: Duffry and Bearer -

We agree with Sri Hajara but the scale recommended by us for Library Attendants as well as Class IV Staff be allowed. We also agree that a higher initial start at Rs.170/- in the scale of Rs.160 - 230 be allowed to Jamadars.

8) Fixed Pay Posts :

We agree with the observations of Sri Hajara but the revised scale recommended by us will apply.

The remuneration of Bill Collector may be increased to Rs.50/-.

Chapter - V.

Section III

Day Students' Home -

While agreeing with the introductory observations made by Sri Hajara, we recommend the following revised scales of pay -

- | | | |
|---|---|--|
| (1) Warden. | - | Rs.450-15-600-EB-25-825 |
| (2) Superintendent of
Reading Room-cum
-Library. | - | Rs. 350-10-450-15-600 |
| (3) Reading Room
Assistant: Office
Assistant , Typist:
and Canteen
Supervisor. | - | Rs.250-5-300-7 $\frac{1}{2}$ -375-10-
425 |
| (4) Head Clerk. | - | Rs. 375-10-475-15-550 |
| (5) Reading Room
Attendant. | - | Rs. 175-3-220-5-250 |
| (6) Class IV Staff. | - | Rs.160-2-180-3-210-5-230 |

We agree with Sri Hajara that the Part-time employees should be absorbed in the categories of whole-time employees of comparable ranks.

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Chapter - VI.

Section - I:Government Sponsored Polytechnics -

There is only one Polytechnic directly under the Government of West Bengal which is located at Asansol. In regard to the Teaching and Non-Teaching staff of the same Institution, we have already submitted our recommendations to the Government of West Bengal.

Now we have to deal with the Government Sponsored Polytechnics. At present there are 23 Sponsored Polytechnics including the School of Printing Technology, Jadavpur.

The State Government have provided these Institutions with funds for purchase of lands, construction of buildings, procurement of equipments, machineries, furniture, library books, etc., and also for meeting recurring deficit of the Institutions subject to submission of Annual Budget Estimates. The Administration of Polytechnics are run by the Governing Bodies constituted under administrative orders of the State Government. Service and leave rules of staff as well as other administrative rules for running Polytechnics have been framed by the State Government in Government pattern.

As to the existing pay structures, there are following similarities in the pay scales of Polytechnic staff and those of Government employees -

<u>Posts in Polytechnics.</u>	<u>Equivalent posts in Govt. Service</u>	<u>Scale of pay.</u>
Principal.	Executive Engineer.	Rs.700 - 50 - 1250
Engineering Lecturer.	Assistant Engineer.	Rs.325-30-475-35-1000
Non-Engineering Lecturer.	Lecturers in Junior Educational Service.	Rs.275-15-350-20-650
Foreman and Demonstrator(Engineering).	Sub-Assistant Engineer.	Rs.225-10-325-15-475
Demonstrator in Science.	Same post in Govt. Institute.	Rs.175-7-245-8-325
Clerk: Typist: Laboratory Assistant: Library Assistant: Store Assistant.	Same post in the offices of the State Directorates.	Rs.125-3-140-4-200
Lower Grade Staff.	Class IV Government employees.	Rs.60-1/2-65-1-75

There are few other posts for which pay scales have been allowed separately. Special reference may be made in this connection about the Workshop Instructors. The Employees'

Representatives placed their points of view that the Workshop Instructors enjoy the pay scale of Rs.110 - 4 - 150 plus Dearness Allowance of Rs.20/- per month and after revision the scale of Rs.125-3-140-4-200 was allowed to them with higher initial start at Rs.140/-. The Employees' Representatives complained that at the time of revision of the pay scales for the posts of Foreman, Head Clerks, Cashiers, Accountants, Senior Clerks, Stenographers, Justice was not done. The employees of Polytechnics do not enjoy any other benefits as enjoyed by the State Government employees excepting the dearness allowance. The rate of Dearness Allowance in their case is also lower than that of the State Government employees. Besides, there are two different rates of dearness allowance for Teaching and Non-Teaching staff. These staff do not get retirement benefits as that of the State Government employees but get the benefit of Contributory Provident Fund at the rate of 6½% of their basic salary. The employees representatives demanded same pay scales, allowances and other benefits as are enjoyed by the employees of the State Government holding equivalent posts for the Teaching and Non-Teaching staff of the Government Sponsored Polytechnics.

We have come to know that the Government has recently set up a Review Committee to examine the entire system of education and administration relating to Polytechnics in West Bengal. In the fitness of things it would not be advisable on our part to go into the details of the entire system and the administrative structure of Polytechnics in West Bengal, particularly when a Review Committee is looking into the matter.

As far as we understand that Government considered it necessary to set up such Institutions to train up adequate number of youngmen who may be required to render service for the development of the Country. This Scheme at the beginning very much attracted the young generation and also quite successfully trained up young men to meet the requirements of the Country. To-day the situation is entirely different. The number of students in the roll of such Institutions have very much come down and side by side qualified students do not find employment after completion of their studies. It is for the Government to review the whole matter and probably the Review Committee has been entrusted with this responsibility and their recommendations may be awaited.

Now coming to the brass tacks entrusted to us, that is, to consider the impact of our recommendations on the pay of the Teachers and Non-Teaching staff in the Sponsored Polytechnics

and Junior Technical Schools, we make the following recommendations.

The Education Commission known as the Kothari Commission observed that there should be no disparity regarding salaries so far as Government and Non-Government Schools are concerned. In this particular case of Polytechnics which enjoy the status of Colleges, we have observed that practically Government is responsible to run these Polytechnic Institutions. The entire financial responsibility also lies with the Government. The pay structure of the Teaching and Non-Teaching staff is same or similar to that of Government Polytechnic. The entire policy to run such Institutions is also decided by the Government. In these circumstances, we do not know the reasons why the system known as Sponsored was introduced. We strongly feel that there is no reason why Government should not manage the whole affair and abolish the system of Sponsored Polytechnics. It is for the Government to take final decision in the matter. Even if the existing system continues as it is, we would recommend that the Teaching and Non-Teaching staff attached to Government Sponsored Polytechnics including the School of Printing Technology, Jadavpur, should be allowed the pay scales and all other benefits as have been recommended for the Government staff both Teaching and Non-Teaching attached to Asansol Government Polytechnic except the pay scale of Principal. The pay scale as has been allowed in the case of Principal for Government Polytechnic at Asansol, seems to be high. There is disparity between the pay scales of Principal of Asansol Polytechnic and other Government Sponsored Polytechnics. The existing pay scale of the Principal, Asansol Polytechnic, is Rs.1150-60-1450 plus a special pay of Rs.200/- per month, whereas the pay scale of Principal of a Government Sponsored Polytechnic is Rs.700-50-750-60-1350. To remove this disparity, we have already recommended that the Principal of both Government and Sponsored Polytechnics should be granted the same scale of pay. We have recommended the revised scale for Principal, namely, Rs.850-10-1050-45-1500.

Chapter - VI.

Section II:

Junior Technical Schools -

We recommend the following revised scales :

1) Superintendents (holding Engineering Degrees) -

Rs.475-25-600-35-950-EB-50-1200. In addition an Administrative Pay of Rs.75/- per month is also recommended.

2) Inspector (Engineering): Instructors in Engineering and Drawing and Science: Mathematics: Humanities & Languages: Draftsmen (Mechanical Engineering and Foremen -

Rs.450-15-525-20-625-25-700.

3) Workshop Instructors -

Rs.250-5-300-7½-375-10-425.

4) Skilled Workmen and Laboratory Assistants -

Rs.175-3-220-5-250.

5) Head Clerks -

Rs.375-10-475-15-550.

6) Clerks and Typists -

Rs.250-5-300-7½-375-10-425.

7) Attendants and Class IV Staff -

Rs.160-2-180-3-210-5-230.

Chapter - VII.Non-Teaching Staff of Degree Colleges -

While agreeing with the introductory observations made by Sri Hajara, we recommend the following revised scales of pay.

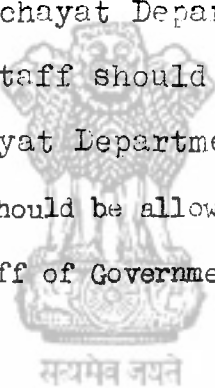
Revised :

- 1) Office Superintendent. - Rs.600 - 30 - 900.
As that of Section Officers in Government Offices.
- 2) Head Clerk. - Rs.500-15-575-20-675.
As that of Assistants in Government offices.
- 3) Upper Division Clerks, (Senior Clerks) including Accountants and Cashiers. - Rs.375-10-475-15-550
- 4) Stenographers. - Rs. The same revised scale recommended by us for Basic Grade Stenographers in Government offices.
- 5) Lower Division Clerks: Typists. Store Keepers. Assistant Cashiers and Care Takers. - Rs.250-5-300-7½-375-10-425
- 6) Librarians and Assistant Librarians. - The same revised scale as has been recommended by us for similar posts in Government Colleges.
- 7) Laboratory Assistant. - The same revised scale as has been recommended by us for similar posts in Government Colleges.
- 8) Laboratory Attendants and Library Attendants. - Rs.175-3-220-5-250
- 9) Electricians: Mechanics: Instrument Keepers and Carpenters. - The same revised scale as has been recommended by us for similar scale in Government offices.
- 10) Drivers. - Rs.200-5-280-7-350
- 11) Skilled Bearers and Head Darwans. - Rs.160-2-180-3-210-5-230
with higher initial start at Rs.170/-.
- 12) Darwans: Bearers: Sweepers: Malis: Night Guards, etc. - Rs.160-2-180-3-210-5-230

Chapter -- VIII.Dafadars and Chowkidars -

While agreeing with the observations made by Sri Hajara, we would suggest specifically that a Full-Proof Scheme should be drawn up at the earliest opportunity by the Government of West Bengal to constitute a Rural Police Force and the existing Dafadars and Chowkidars be absorbed in that Police Force. We are also of the opinion that the dual control over these categories of staff, namely, Chowkidars and Dafadars by the Police Department as well as by the Panchayat Department should discontinue. These categories of staff should remain exclusively under the control of Panchayat Department.

In no case they should be allowed the scale of pay lower than that of Class-IV staff of Government offices.



Chapter - IX.

Secretaries of Anchal Panchayats -

While agreeing with the observations made by Sri Hajara, we recommend the revised scale of Rs.250 - 5 - 300 - 7½ - 375 - 10 - 425 as has been recommended by us for Lower Division Clerks and Primary Teachers.

We also recommend that for all practical purposes they should be treated at par with the Government employees.



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Chapter - X.

Anchalik Parishads -

While agreeing with the introductory observations made by Sri Hajara, we recommend the following revised scales of pay -

- | | | |
|---|---|----------------------------|
| (1) Clerk-cum-Typist. | - | Rs.250-5-300-7½-375-10-425 |
| (2) Peons. | - | Rs.160-2-180-3-210-5-230 |
| (3) Night Guards who are on a regular scale of pay. | - | Rs.160-2-180-3-210-5-230 |
| (4) Other Night Guards. | - | Rs.75/- (fixed). |
| (5) Sweepers. | - | Rs.30/- (fixed). |
| (6) Punkha Pullers. | - | Rs.75/- (fixed). |

The pay recommended by us is inclusive of Dearness Allowance.



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C H A I T E R - X I
ZILLA PARISHAD

While agreeing with the introductory observations made by Shri Hajara, we recommend the following revised scales of pay : -

1. District Engineers and Assistant Engineers:

We agree with the observations of Shri Hajara but the revised scale recommended by us be allowed.

2. Sub-Asstt. Engineers, Overseer, Sub-Overseers, Sectional Officers, Estimators, Assistant Estimators, Draftsman, Surveyors, Tracers, Assistant Surveyors and Second Assistant Draftsman.

Rs.350-10-450-15-600/-

3. Existing:

Revised Scales:

Rs.200-400/-

Rs.165-365/-

Rs.200-350/-

Rs.175-325/-

Rs.140-290/-

Rs.150-300/-

Rs.175-295/-

Rs.175-210/-

Rs.300-10-500/-

4. Rs.160-250/-

Rs.150-250/-

Rs.130-200/-

Rs.125-200/-

Rs.110-200/-

Rs.250-5-300-7½-375-10-425/-

5. Rs.100-140/-

Rs. 65-105/-

Rs.200-5-280-7-350/-

We also agree that in future the scales of pay should be the same as the scales of pay recommended for similar categories of employees with similar qualifications in the P. W. Department of Government.

6. Work Assistants, Works Sircars and Road Sircars:

While agreeing with the observations of Shri Hajara we recommend the revised scale of Rs.250-5-300-7½-375-10-425/-.

7. Drivers:

Rs.140-200/-

Rs.125-175/-

Rs.110-170/-

Rs.100-140/-

Rs. 75-115/-

Rs. 85-105/-

Rs. 80-105/-

Rs. 55- 90/-

Rs.300-10-500/-

Rs.250-5-300-7½-375-10-425/-

Rs.200-5-280-7-350/-

Rs.175-3-220-5-250/-

The revised scales will be admissible to present incumbents and in future the scale of pay should be the same as admissible to drivers in Govt. Offices.

8. Roller Mistry, Tubewell Mistry-Tubewell Expert and Plumber:

Existing:

Rs.110-170/-

Rs.100-140/-

Rs. 65-105/-

Rs. 80-105/-

Revised:

Rs.250-5-300-7½-375-10-425/-

Rs.200-5-280-7-350/-

Rs.175-3-220-5-250/-

9. Medical Officers:

The revised scale recommended by us for Medical Officers in Government service be allowed to these posts.

10. Kavirajas and Ayurvedic-Medical Officers:

Rs.250-5-300-7½-375-10-425/-

11. Compounders, Pharmacists, Dressers, Leprosy Assistants:

We agree with Shri Hajara that the qualified Pharmacists should be allowed the revised scale recommended by us for the Pharmacists of the lowest grade in the Health Department of Government. As regards others the following scales are recommended ; -

Rs. 50-100/-

Rs. 75- 87/-

Rs. 85-100/-

Rs.125-200/-

Rs.120-190/-

Rs.175-3-220-5-250/-

Rs.250-5-300-7½-375-10-425/-

All ther scales of pay : Rs.200-5-280-7-350/-

In this case also the revised scales will be admissible to present incumbents of the posts. In future the scales of pay recommended by us for same or similar posts in the Health Department of Government will apply to these posts.

12. Nurse and Assistant Nurse:

The revised scale recommended is Rs.200-5-280-7-350/-.

13. Midwife:

The revised scale recommended is Rs.160-2-180-3-210-5-230/- with a higher initial start at Rs.170/-.

14. Assistant Secretary:

The revised scale recommended is Rs.450-15-600-EB-25-825/-.

15. Office Supdt. and Office Supdts.-cum-Accountants:

The revised scale recommended is Rs.600-30-900/-.

16. Personal Asstt. and Confidential Asstt. to Executive Officer:

The revised scale recommended is Rs.350-10-450-15-600/-

17. Head Clerks, Head Assistants and Accountants:

The revised scale recommended is Rs.250-5-300-7½-375-10-425/-.

18. Asstt.Accountants,U.O.Clerks,Cashiers,Nazirs,Higher Grade assistants, senior grade office assistants and all other clerks of various descriptions who are on the scale of Rs.200-300/-:

The revised scale recommended is Rs.375-10-475-15-550/-.

19. Supervisors, Lower Division Clerks, Steno-Typists,Typists, Record Keepers and all Clerks of different descriptions on the scale of Rs.125-200/-,110-200/-, and 90-165/- and store keepers:

The revised scale recommended is Rs.250-5-300-7½-375-10-425/-.

20. Stenographers:

The revised scale recommended by us for basic grade stenographers in Government offices will apply.

21. Mohorrirs, Paper shifters, inkmen, cash sarkars, cash mohorrirs, Record suppliers and duplicating operators:

The revised scale recommended is Rs.175-3-220-5-250/-.

22. Telephone Operators:

The revised scale recommended by us for similar categories of telephone operators in Government offices will apply.

23. Head Compositors, Compositors, Compositor-in-charge and Electricians:

The revised scale recommended is Rs.200-5-280-7-350/-.

24. Inspectors of pounds and ferries:

The revised scale recommended is Rs.350-10-450-15-600/-.

25. Weaving teachers and toll Adhayaks:

The revised scale recommended is Rs.250-5-300-7½-375-10-425/-.

26. Daftries, Peons, Malis and other categories of Class IV staff:

The revised scale recommended is Rs.160-2-180-3-210-5-230/- with a higher initial start at Rs.170/- for Daftries.

27. Machinemen:

Existing:

Rs.125-200/-

Rs. 80-130/-

Rs. 65- 85/-

Revised:

Rs.250-5-300-7½-375-10-425/-

Rs.200-5-280-7-350/-

In case the total emoluments of present incumbents of various categories of posts exceed the maximum of the revised scale recommended, the difference may be paid to or they may be allowed the next higher of the revised scales recommended for same categories of posts as personal pay. It is strongly recommended that the pattern of clerical posts in all Zilla Parishads should be the same as in Government offices.

PART - V.

Chapter - XII:

As already observed, revised scales of pay for Non-Government employees have been recommended having regard to :

- (1) Revised scales of pay recommended for Government employees;
- (2) The Principle of equal pay for equal work;
- (3) Uniformity in the scales of pay of posts of the same or similar nature of Non-Government Institution and Establishments.

There has been difference of opinion among the Members of the Commission regarding the revised scales of pay of Government employees. The same difference has been reflected in the case of Non-Government employees.

The views of Shri P. K. Basu are incorporated in the Note of Dissent submitted by him in connection with the recommendations for the revised pay scales of Government employees.

It is impossible for the Commission to calculate the extent of the additional liability involved as a result of the recommendations regarding revision of pay scales of Non-Government employees.

The Commission was confronted with the difficulty of obtaining an accurate and comprehensive picture of all posts and scales of pay in the various Non-Government Institutions and Establishments scattered all over the State as there are no central co-ordinating authorities for these Institutions and Establishments. To mention only one instance, even the Education Department could not furnish full details of the posts and the scales of pay obtaining in the various Educational Institutions. As regards Zillah Parishads, the scales of pay vary widely from Parishad to Parishad. Further, there is absolutely no information before the Commission regarding the financial position of these Institutions and Establishments. The

Commission has recommended standard scales. In the circumstances, it is not possible to work out the additional cost in respect of each Institution or Establishment and how much of that such Institutions and Establishments are in a position to bear. Then again, Government contribution is neither fixed nor of a uniform pattern. Financial assistance at present given by Government is of the following kinds :

- (i) the entire deficit in respect of Sponsored Institutions;
- (ii) maintenance grant in respect of certain Institutions;
- (iii) the entire amount of dearness allowance paid to the staff (the rates of such allowance are not the same as the rates admissible to Government employees) ;
- (iv) a certain percentage of the Dearness Allowance paid to the staff;
- (v) grant-in-aid to certain Institutions.

Government is not committed to meeting the entire deficit in respect of all Institutions and Establishments.

In the circumstances, stated above, it is not possible to assess the extent of the additional liability which the Institutions and the Establishments will have to bear or what part of it the Government may have to meet.

K. K. Hajara.

S. N. Sen.

Monindra Mohan Chakraborty.

Dwijendralal Sen Gupta.

Kapil Bhattacharyya.

K. G. Bose.

P. K. Basu.